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REGULATED SECURITY SOLUTIONS Supervisor Effectiveness Program

Name of Person Evaluated:	Jorge Perez	Job Position:	Supervisor
Date Review Initiated:		Date Review Completed:	
		5 Carrier Proces	
PERFOR	MANCE CRITERI	A 1 – Performance Evaluation Process	
Rate performance in this Criterla	as tollows:		
1 Unsatisfactory	t		
2 Marginal – needs împrovement 3 Meets minimum requirements :	and expectations		
and a Habite avanced rate	wirements and e)	(Dectations	•
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirement	nts and expectation	ons	
SCOPE		OBJECTIVES (1) Review the individual supervisor's perf	ormance evaluation.
The scope of this criteria is to evalu	ate	• •	
Performance Reviews.		(2) Review the quality of the performance of provides for the personnel they supervise.	eviews the supervisor
		etion of Criteria and Comments that Support Score	
REQUIREMENTS	Note Comple	(reference the specific issue)	Score
		(Telefolios are opposit	
1.1 Review supervisor performance for high level,			
adequate level, and low level			4
performance. Note issues of		•	
low level performance in			
particular.			
1.2 Review supervisor feedback	to		
subordinates - positive,	,		3
negative, objective, balanced	15	•	,
efc.			•
1.3 Review supervisor rating of			
subordinates - rating of tear	m		
balanced, not skewed,			4
provides specific feedback	ļ		
1.4 Review performance observations – look at both			
positive and negative			3
performance			
portormanos			
Project Manager:		Of white	Date
		. Signature	•
Operations Coordinator:		Signature	Date
		Signatura	
Training Coordinator:		Signature	Date
Leadership Development Man	ager:		
resdetamb nesetahment man		Signature	Date

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Name (วร์ Person Evaluated: <u>ป</u>	orge Perez Job Position: St	upervisor
	eview Initiated:	Date Review Completed:	
Date R			
	PERFO	RMANCE CRITERIA 2 – Development of Personnel	
Rate p	erformance in this Criteria a	s follows:	
1 Unsa	itisfactory		
2 Marg	inal – needs improvement s minimum requirements ar	nd expectations	,
3 Weet	is minimum requirements at its and slightly exceeds requ	irements and expectations	
5 Mee	s and exceeds requirements	s and expectations	
SCOPE		OBJECTIVES	
The sc	ope of this criteria is to evaluat	e the (1) Review appropriate training records.	
docum	ented activities performed by		development
	isors to provide development t	activity performed by supervisors.	•
subord	linates.	double for	
		Note Completion of Criteria and Comments that Support Score	Score
	REQUIREMENTS	(reference the specific issue)	· .
2.1	Supervisor completed all		•
1 :	assigned training or		
	development tasks for		4
	development of subordinates.		
	,		
2.2	Supervisor developed or	Very difficult time addressing peer group; very low presentation	
l l	presented training or	skills; difficulty answering questions "in the moment."	
Į.	development to address		1
	individual or team issues		
9			
<u></u>	Supervisor provided coaching		
2.3	or counseling to improve		
į	performance.		3
	•		
			,
Dent.	ect Manager:		
rioje	Cot interior Ross	Signature	Date
Ope	rations Coordinator:		Date
		Signature	vate
Trai	ning Coordinator:	Clausette	Date
		Signature	•
Lead	dership Development Manag	Signature	Date

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Name of Person Evaluated: Jo	rge Perez	Job Position:	Supervisor
		Date Review Completed:	
Date Review Initiated:			
PEF	RFORMANCE CRIT	ERIA 3 – Team Performance	
Rate performance in this Criteria as	follows:		
4 Unsatisfactory			
2 Marginal - needs improvement	d avandations		
3 Meets minimum requirements an	d exheriaming	efations	
3 Meets military requirements 4 Meets and slightly exceeds requi 5 Meets and exceeds requirements	and expectations		
5 Weets and exceeds requirements	and expoduction		
	The state of the s	OBJECTIVES	
SCOPE The scope of this criteria is to evaluate	, tha	(1) Review performance records of the gr	oup of people that the
The scope of this criteria is to evaluate overall performance of the team of	. (110	cupartiser lead.	
overall performance of the team of		(2) Identify team performance frends both	ı positive and negative.
subordinates.		.,	
	Note Completion	of Criteria and Comments that Support Score	Score
REQUIREMENTS	•	(reference the specific issue)	
3.1 Review team personnel			
records for positive or above			
expectations performance.	•		3
Chromate			
3.2 Review feam personnel			
records for disciplinary issues			
or trend.			4
3.3 Evaluate overall team			
performance.			9
-			3
Project Manager:		Signature	Date
and the second s			
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
The David Control of George	O4.		
Leadership Development Manag	WE &	Signature	Date

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Name of Person Evaluated:	lorge PerezJob Position:	Supervisor		
Name of Person Evaluated.	Date Review Completed:			
Date Review Initiated.				
PEDEODRANCE C	RITERIA 4 – Assessment Results and Progress on Developm	ent		
Rate performance in this Criteria	as follows:			
1 Unsatisfactory				
2 Marrinal - needs improvement				
to us a minimum requirements a	nd expectations			
I a make and climbtly exceeds real	irements and expectations			
5 Meets and exceeds requirement	is and expectations			
SCOPE	OBJECTIVES fe the (1) Review assessment results			
The score of this criteria is to evalua				
results of various assessment tools	used to (2) Review progress on individual developm	ent plans		
identify leadership and supervisory	(5) contact brades			
knowledge and skills.				
	Note Completion of Criteria and Comments that Support Score	Score		
REQUIREMENTS	(reference the specific issue)			
4.1 Review results of Management	A steady performer.			
Development Questionnaire				
look for scores consistently 4		4		
and below				
	Difficulty in speaking up.			
4.2 Review results of DDI Interview – look for	Dillionity is abouting the			
consistently low ratings		2		
Gonologonaly 1-11				
4.3 Review progress on Individua	d	•		
Development Plan - how		4		
much has been done		4		
depending on when issued				
,				
Project Manager:		Date		
•	Signature	Dece		
Operations Coordinator:	Ct Alum	Date		
	Signature			
Training Coordinator:	Signature	Date		
	-			
Leadership Development Mana	ger. Signature	Date		

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	Job Position:	Supervisor
lame of Person Evaluated: Jorge Pe	102	
Date Review Initiated:	Date Review Completed:	
BER	FORMANCE CRITERIA 5 - Training	
late performance in this Criteria as follow	vs:	
Unsatisfactory		
reinal monde improvement		l l
to the transfer of the second of the	ectations	
Meets minimun requirements arisement. Meets and slightly exceeds requirements and exceeds requirements and e	is and expectations	
Meets and exceeds requirements		
SCOPE	OBJECTIVES (1) Review training records for satisfactory	or above completion
The scope of this criteria is to evaluate the	w.a to the town	Į.
satisfactory completion of training and	of training. (2) Review training records for de-certificati	ons and/or remedial
qualifications.	training.	

	lote Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	30010
1.50	(Control of the Control of the Contr	
5.1 Review training records for completion of training – is it		
consistently at a high level or		4
consistently at near minimum	•	
passing.		
5.2 Review training records for	,	•
satisfactory completion of the		
following:		
- New Hire Supervisor - Leadership Development		
Program		. 4
- Voluntary Harvard online		
courses		
- Other supervisory training programs		
- Training and Qualification		
requirements		
5.3 Review records for de-		
certification and/or remedial training - note problem skills		4
areas and any consistent		
trend of failure.		
7.4		
Project Manager:	Signature	Date
Operations Coordinator:		Date
-	Signature	
Training Coordinator:	Signature	Date
Leadership Development Manager:		Date
Now we will write the training of the training	Signature	page 5

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Name of Person Evaluated:	Josh Zechman	Job Position:	Supervisor
Date Review Initiated:		Date Review Completed:	
	RMANCE CRITERIA	1 - Performance Evaluation Process	
Rate performance in this Criter	ia as follows:		
1 Unsatisfactory 2 Marginal – needs improveme 3 Meets minimum requirements 4 Meets and slightly exceeds re 5 Meets and exceeds requirem SCOPE The scope of this criteria is to eva Performance Reviews.	nt s and expectations equirements and ex ents and expectatio	pectations ns OBJECTIVES (1) Review the individual supervisor's per (2) Review the quality of the performance provides for the personnel they supervise	reviews the supervisor
		C. Hart Dannage Spars	
REQUIREMENTS	Note Comple	tion of Criteria and Comments that Support Score (reference the specific issue)	Score
1.1 Review supervisor performance for high level, adequate level, and low leve performance. Note issues o low level performance in particular.	el .	(releighbe the appoint term)	3
1.2 Review supervisor feedbac subordinates – positive, negative, objective, balance etc.	1		4
1.3 Review supervisor rating of subordinates — rating of to balanced, not skewed, provides specific feedback	eam		4
1.4 Review performance observations – look at bot positive and negative performance	h		4
Project Manager:		Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development Ma	anager:	Signature	Date page 1 of

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Name of Person Evaluated:	losh Zechman		Job Position:	Supervisor
Date Review Initiated:		Date Rev	riew Completed:	
PERFO	DRMANCE CRITE	RIA 2 - Developmer	it of Personnel	
Rate performance in this Criteria a	s follows:			
1 Unsatisfactory				
2 Marginal – needs împrovement	T			
3 Meets minimum requirements at	nd expectations	nactations		
4 Meets and slightly exceeds requ 5 Meets and exceeds requirement	memems and exp and expectation	ns		_
5 Weets and exceeds requirement	S arra Origination			DINI 1
SCOPE		OBJECTIVES		1
<u>score</u> The scope of this criteria is to evaluat	te the	(1) Review appro	priate training records.	
documented activities performed by				Auran davidanmané
supervisors to provide development t	io their	(2) Review other	documentation that cap	Mintes development
subordinates.		activity performed	d by supervisors.	
	A			
	Note Camplet	ion of Criteria and Comm	ents that Support Score	Score
REQUIREMENTS	Mote combier	(reference the specific	c issue)	30010
2.1 Supervisor completed all				
assigned training or				
development tasks for				4
development of subordinates.				
2.2 Supervisor developed or				
2.2 Supervisor developed or presented training or				
development to address				4
individual or team issues				
2.3 Supervisor provided coaching				
or counseling to improve				4
performance.				4
Project Manager:		Piangiura		Date
m 41 Committee charge		Signature		
Operations Coordinator:		Signature		Date
Training Coordinator:		•		
Hammid sociations:	**************************************	Signature		Date
Leadership Development Manag	jer:			
		Signature		Date

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Name of Person Evaluated:	Josh Zechman	Job Position:	Supervisor
Date Review Initiated:		Date Review Completed:	
	THE COLLANGE OF	UTERIA 3 – Team Performance	
Rate performance in this Crit	PERFORMANCE CH	HERIA 3 - Team Performance	
Rate performance in this crit 1 Unsatisfactory 2 Marginal – needs improver 3 Meets minimum requireme 4 Meets and slightly exceeds 5 Meets and exceeds require	nent nts and expectations s requirements and exp	pectations ns	
SCOPE The scope of this criteria is to e overall performance of the team subordinates.	valuate the n of	OBJECTIVES (1) Review performance records of the gr supervisor lead. (2) Identify team performance trends both	1
	Alasa Complos	ion of Criteria and Comments that Support Score	C
REQUIREMENTS	Mote Complete	(reference the specific issue)	Score
3.1 Review team personnel records for positive or at expectations performanc	oove e.		4
3.2 Review team personnel records for disciplinary i or trend.	ssues	-	4
3.3 Evaluate overall team performance.			4
Project Manager:	B	Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development N	Manager:	อานิหซากาล	***
CONCORDED CONCORDED	····	Signature	Date

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Name of	Person Evaluated:	Josh Zechman	Job Position:	Supervisor
	、		Date Review Completed:	
Date Rev	riew Initiated:		Date Review Completed.	
	DEDECRMANCE (RITERIA 4 - Asses	ssment Results and Progress on Develo	oment
Rate ner	formance in this Criteria	as follows:		
1 Unsati	sfactory			
2 Margir	al – needs improvement	4 4 . 4 . 4		
3 Meets	minimum requirements a	ind expectations	ortations	
4 Meets	and slightly exceeds requiremen	un ements and exp ts and expectation	5	
o Meers	and excess redamentary			
SCOPE	**		<u>OBJECTIVES</u>	
The scor	oe of this criteria is to evalua	ite the	(1) Review assessment results	
results o	f various assessment tools eadership and supervisory ge and skills.	used to	(2) Review progress on individual develo	pment plans
itirouriou	3			
		Blata Completi	on of Criteria and Comments that Support Score	Score
1	REQUIREMENTS	Mora combined	(reference the specific issue)	30016
4.1 Re	view results of Managemen			
De	velopment Questionnaire -			
	ok for scores consistently 4			4
an	d below			
	C D D L			
	eview results of DDI terview – look for			
	rerview = leak for ensistently low ratings			4
			4	
4.3 R	eview progress on Individua			
D.3 R	evelopment Plan – how			
m	ruch has been done			4
ď	epending on when issued			
			TO THE STATE OF TH	
D-1	& Managar			
Projec	i Manager:		Signature	Date
Орега	tions Coordinator:		0	Date
			Signature	540
Traini	ng Coordinator:		Signature	Date
l eade	rship Development Mana	ger:		
		,	Signature	Date

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REGULATED SECURITY SOLUTIONS Supervisor Effectiveness Program

Name	e of Person Evaluated:	Josh Zechman	Job Position:	Supervisor
	Review Initiated:		Date Review Completed:	
		PERFORMAN	ICE CRITERIA 5 - Training	
1 Un 2 Ma 3 Me	performance in this Criteria satisfactory rginal needs improvement ets minimum requirements a ets and slightly exceeds req ets and exceeds requiremen	as follows: and expectations uirements and ex	pectations	·
			OBJECTIVES	
satis	PE scope of this criteria is to evalua factory completion of training a fications.	ate the nd	(1) Review training records for satisfactory of training. (2) Review training records for de-certificatraining.	1
		Note Comple	tion of Criteria and Comments that Support Score	Score
	REQUIREMENTS		(reference the specific issue)	
5.1	Review training records for completion of training – is it consistently at a high level or consistently at near minimum passing.		·	4
5.2	Review training records for satisfactory completion of the following: New Hire Supervisor Leadership Development Program Voluntary Harvard online courses Other supervisory training programs Training and Qualification requirements			4
5.3	Review records for de- certification and/or remedial training – note problem skills areas and any consistent trend of failure.			4
<u> </u>				
Pro	oject Manager:		Signature	Date
Op	erations Coordinator:		Signature	Date
Tra	aining Coordinator:		Signature	Date
Le	adership Development Mana	ger:	Signature	Date
			Jighature	

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Name of Person Evaluated:	Charlotte Johnson	Job Position:	Captain
Date Review Initiated:		Date Review Completed:	
PERFOR	MANCE CRITERIA 1	- Performance Evaluation Process	
Rate performance in this Criteria	as follows:		
1 Unsatisfactory 2 Marginal — needs improvement 3 Meets minimum requirements a 4 Meets and slightly exceeds req 5 Meets and exceeds requirement SCOPE The scope of this criteria is to evaluate reformance Reviews.	and expectations uirements and expe its and expectations	OBJECTIVES (1) Review the individual supervisor's performance role.	1
		provides for the personnel they supervise.	
REQUIREMENTS	Note Completion	of Criteria and Comments that Support Score (reference the specific issue)	Score
1.1 Review supervisor performance for high level, adequate level, and low level performance. Note issues of low level performance in	Has difficulty with ap	pproachability.	3
1.2 Review supervisor feedback to subordinates – positive, negative, objective, balanced, etc.		tive. Not enough positive.	3
1.3 Review supervisor rating of subordinates – rating of team balanced, not skewed, provides specific feedback	7		3
1.4 Review performance observations - look at both positive and negative performance			3
Project Manager:		Signature	Date
Operations Coordinator:	W	Signature	Date
Training Coordinator:		Signature	Date
Leadership Development Mana	iger:	Signature	Date page 1 of 5

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A STATE OF THE STA	– ***	Cantain
ame of Person Evaluated:	Charlotte Johnson Job Position:	
ate Review Initiated:	Date Review Completed:	
	ORMANCE CRITERIA 2 - Development of Personnel	
PERI	as follows:	
Rate performance in this Criteria	as intows,	
Unsatisfactory Warginal – needs improvement	•	
and the second of the second o	and expectations	
er. 4- and alightly avecages rec	inrements and expectations	
Meets and exceeds requirement	nts and expectations	
COPE	OBJECTIVES (1) Review appropriate training records	S.
he scope of this criteria is to evalu	ate are	
locumented activities performed by		aptures development
supervisors to provide developmen	activity performed by supervisors.	
ubordinates.		
	(0.00	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
2.1 Supervisor completed all	_	
assigned training or		5
development tasks for development of subordinates		
development of paper and a		
	- Anna handa N	ractica
2.2 Supervisor developed or	During briefings, doesn't project voice; monotone; needs pr	acdoc
presented training or	giving presentations, teaching, and answering questions.	2
development to address	·]	-
individual or team issues		
2.3 Supervisor provided coaching	ng	
or counseling to improve		
performance.		4
		1
Project Manager:		Date
-	Signature	Date
Operations Coordinator:	Olymphies	Date
-	Signature	
Training Coordinator:	Signature	Date
	-	
Leadership Development Mar	Signature	Date

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Name of Person Evaluated:	Charlotte Johnson	Job Position:	Capiain
Date Review Initiated:		Date Review Completed:	
	PERFORMANCE CRI	TERIA 3 – Team Performance	
Rate performance in this Crite	ria as follows:		
1 Unsatisfactory			
2 Marginal - needs improvement	ent		¥
3 Meets minimum requiremen	its and expectations	and the state of t	
3 Meets and slightly exceeds	requirements and expension	S	
5 Meets and exceeds requirer	Heina sild expectation		
		OBJECTIVES	
SCOPE The scope of this criteria is to ev	valuate the	(1) Review performance records of the ground	up of people that the
overall performance of the team	of	auporticar lead	
subordinates.	7	(2) Identify team performance trends both	positive and negative.
Suportuniares.			
1		1 May Danger Danger	
REQUIREMENTS	Note Completio	on of Criteria and Comments that Support Score	Score
		(reference the specific issue)	
3.1 Review team personnel			
records for positive or abo	ove		3
expectations performance	•		J
3.2 Review team personnel			
3.2 Review team personnel records for disciplinary is	sues		į
or trend.			4
		Account of the second of the s	
3.3 Evaluate overall team			
performance.			-
`			3
Protect Blancas			
Project Manager:		Signature	Date
Operations Coordinator:			
Abelannia approntation.	,	Signature	Date
Training Coordinator:			
I I CHILLY SPOT GETTING		Sīgnature	Date
Leadership Development M	lanager:		Date
morran correspondent		Signature	Date

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ilama of Darce	on Evaluated:	Charlotte Johnson	Job Position:	Captain	
	•		Date Review Completed:		
Date Review I					
	PERFORMANCE (CRITERIA 4 - Assessment I	Results and Progress on Develop	ment	
Rate performa	ance in this Criteria	as follows:			
1 Unsatisfact	orv				
2 Marginal – i	needs improvement	1			
3 Meets minir	num requirements	and expectations	œ		
4 Meets and s	slightly exceeds req	uirements and expectation its and expectations			
5 Meets and 6	exceeds requirement	its and exposition			
			CTIVES		
SCOPE	his criteria is to evalu	ate the (1) R	eview assessment results		
recults of varie	ous assessment tools		and the state of the section of		
identify leader	ship and supervisory	(2) R	eview progress on individual develop	ment plans	
knowledge an	d skills.				
		10 504	ria and Comments that Support Score	Canada	
REC	QUIREMENTS	Note Completion or Crite	ce the specific Issue)	Score	
D .		Overuses authority/present			
4.1 Review	results of Managemen ment Questionnaire =	.			
Develop	scores consistently 4	.]		3	
and bek	OW.				
	results of DDI				
Intervie	w – look for			3	
consist	ently low ratings			3	
4,3 Review	progress on Individu	al			
Develo	pment Plan – how				
much h	ias been done			3	
depend	ling on when issued			ļ	
				And the second s	
Project Mai	nartar'				
kioleci mai	· ·		Signature	Date	
Onerations	Coordinator:			Date	
opolation o			Signature	nate	
Training Co	oordinator:			Date	
			Signature	4414	
Leadership	Development Man	ager:	Signature	Date	
			oignature		

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lama	of Person Evaluated:	Charlotte Johnson	Job Position:	Captain	
	Review Initiated:		Date Review Completed:		
		BEDEODMANCE	CRITERIA 5 -Training		
	performance in this Criteria	as follows:			
Rate	atisfactory	as tollows.			
O BROW	ainal – needs improvemen	ŧ			
O B8	4 inimum requirements	and expectations			
A BROS	er and clickfly exceeds re-	duirements and expect	ations		
5 Med	ets and exceeds requireme	nts and expectations			
			OBJECTIVES		
SCOP	Ē ··		(1) Review training records for satisfactor	or above completion	
The s	cope of this criteria is to evalu	late the	of training	1	
satisf	actory completion of training	anu	(2) Review training records for de-certification	tions and/or remedial	
quain	ications.		training.		
<u> </u>					
<u> </u>		Note Completion	of Criteria and Comments that Support Score	Score	
	REQUIREMENTS	(reference the specific issue)		
5.1	Review training records for				
	completion of training - is it			4	
	consistently at a high level o	r			
	consistently at near minimur passing.				
	pasamg.				
5.2	Review training records for				
10,2	satisfactory completion of th	ne			
i	following:				
1	- New Hire Supervisor				
	- Leadership Development Program			4	
	- Voluntary Harvard online				
1	courses				
	 Other supervisory training 				
	programs				
i i	- Training and Qualification				
	requirements				
5.3	Review records for de- certification and/or remedia	s 1			
	training - note problem skil	lis		4	
	areas and any consistent		S		
	trend of failure.				
<u> </u>					
Pr	oject Manager:		Signature	Date	
OF	erations Coordinator:		Signature	Date	
-	-i-i Coordinator:				
Tr	aining Coordinator:		Signature	Date	
1.5	adership Development Ma	nager:		Data	
r.c	wante entre management		Signature	Date page 5 of 5	
				bage a or a	

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Name of Person Evaluated:	Lester Aguirre	Job Position:	Supervisor
Date Review Initiated:	-	Date Review Completed:	
PERFOR	MANCE CRITERIA	1 – Performance Evaluation Process	
Rate performance in this Criteria	as follows:		
Unsatisfactory Marginal – needs improvement Meets minimum requirements a Meets and slightly exceeds req Meets and exceeds requiremen	nd expectations uirements and exp	pectations ns	
		OBJECTIVES	
SCOPE The scope of this criteria is to evalua	ife	(1) Review the individual supervisor's perfe	ormance evaluation.
Performance Reviews.		(2) Review the quality of the performance reprovides for the personnel they supervise.	eviews the supervisor
REQUIREMENTS	Note Complet	ion of Criteria and Comments that Support Score (reference the specific issue)	Score
		(reference the specific issue)	
1.1 Review supervisor performance for high level, adequate level, and low level performance, Note issues of low level performance in particular.			4
1.2 Review supervisor feedback to subordinates – positive, negative, objective, balanced, etc.			4
1.3 Review supervisor rating of subordinates – rating of team balanced, not skewed, provides specific feedback	1		4
1.4 Review performance observations – look at both positive and negative performance			4
Project Manager:			Date
		Signature	Dala
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development Mana	iger: 	Signature	Date page 1 of 5

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Name of Person Evaluated:	Lester Aguirre	Job Position:	Supervisor
		Date Review Completed:	
Date Review Initiated:			
	PERFORMANCE CRITER	RIA 2 – Development of Personnel	
Rate performance in this Cri	teria as follows:		
1 Unsatisfactory			
2 Marginal – needs improve	ment		
3 Meets minimum requireme 4 Meets and slightly exceed	ents and expectations - recuirements and exp	ectations	
4 Meets and slightly exceed 5 Meets and exceeds require	ements and expectation	IS .	
o meets and execute 104			
SCOPE"		OBJECTIVES	
The scope of this criteria is to	evaluate the	(1) Review appropriate training records.	
documented activities perform	ed by	(2) Review other documentation that capt	ures development
supervisors to provide develor	ment to their	activity performed by supervisors.	
subordinates.			4-11
		1.40	
REQUIREMENTS	Note Completi	on of Criteria and Comments that Support Score	Score
		(reference the specific issue)	
2.1 Supervisor completed al			
assigned fraining or development tasks for			4
development of subording	nates.		
2.2 Supervisor developed of	ř		
presented training or development to address			4
individual or team issue	s		
	- Ibing		
2.3 Supervisor provided co or counseling to impro	aching i		
performance.			4
portormane			
Project Manager:			Date
-		Signature	bre and it are
Operations Coordinator:		Signature	Date
Training Coordinator:			Date
		Signature	Date
Leadership Development	Manager:	Signature	Date

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t David Exclusted	Lester Aguirre	Job Position:	Supervisor
Name of Person Evaluated:	Ecotor 7 tg str. 5	a Camplagad	
Date Review Initiated:		Date Review Completed:	
5	FREORMANCE C	RITERIA 3 – Team Performance	
Rate performance in this Criteria	as follows:		
1 Unsatisfactory			
o sacroinal – needs improvement			
La analysis and the second sec	and expectations		
a server and clickly exceeds rec	mirements and ex	pectations	
5 Meets and exceeds requirement	nts and expectatio	ns	
SCOPE		OBJECTIVES (1) Review performance records of the g	roup of people that the
The scope of this criteria is to evalu	ate the	and a second	i i
overall performance of the team of		(2) Identify team performance trends both	h positive and negative.
subordinates.		(2) Identity team portonialists	Ì
		•	
	Note Comple	tion of Criteria and Comments that Support Score	Score
REQUIREMENTS		(reference the specific issue)	
3.1 Review feam personnel			
records for positive or above			
expectations performance.			4
3.2 Review team personnel			
records for disciplinary issue			4
or frend.			7
		,	
3.3 Evaluate overall team			
performance.	ļ	•	
performance			4
			,
Danie - A Bronogor'			
Project Manager:		Signature	Date .
Operations Coordinator:			Date
		Signature	
Training Coordinator:		Signature	Date
Leadership Development Man	ager:		
resderanh reactobutour men		Signature	Date

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Name of Person Evaluated:	ester Aguirre	Job Position:	Supervisor
		Date Review Completed:	
Date Review Initiated:		······································	
PERFORMANCE C	RITERIA 4 – Asse	ssment Results and Progress on Develop	ment
Rate performance in this Criteria	as follows:		
1 Unsatisfactory			!
2 Marginal — needs improvement			
3 Meets minimum requirements a	nd expectations	acetations	
3 Meets minimum requirements a 4 Meets and slightly exceeds requ	grements and exp	15	
5 Meets and exceeds requiremen	is and expediation		
		OBJECTIVES	
SCOPE	to the	(1) Review assessment results	
The scope of this criteria is to evalua results of various assessment tools	used fo		_
identify leadership and supervisory		(2) Review progress on individual develo	pment plans
knowledge and skills.			
Mitowedge and older			
			'
	Note Complet	ion of Criteria and Comments that Support Score	Score
REQUIREMENTS		(reference the specific issue)	
4.1 Review results of Management			
Development Questionnaire	1		,
look for scores consistently 4			4
and below			
4.2 Review results of DDI			
Interview – look for			
consistently low ratings			4
on Individua	1		1
4.3 Review progress on Individual Development Plan – how	**		
much has been done			4
depending on when issued			
doponania and			1
Project Manager:		Signature	Date
Coordinator	*		
Operations Coordinator:		Signature	Date
Training Coordinator:			
Hanning Gootamacon		Signature	Date
Leadership Development Mana	ger:		Date
between an explainment of the second		Signature	nara

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	mar de referente d	ester Aguirre	Job Position:	Supervisor	
Name	of Person Evaluated: <u>L</u>	ester Aguirre			
Date Review Initiated: Date Review Completed:					
		MERCA PILE A	ICE CRITERIA 5 - Training		
	di Oitain		VUE UNITERIA D-Hamma		
Rate	performance in this Criteria a	\$ IOHOWS.			
1 Uns	satisfactory ginal – needs improvement				
~ ~ =		nd expectations			
A 111 M	A aliabely overeds real	irements allu ez	(DEGRALIOTIS		
5 Me	ets and exceeds requirement	s and expectation	DIIS		
			OBJECTIVES		
SCO	E cope of this criteria is to evaluate	ie the	(1) Review training records for satisfactory	or above completion	
i ne s	actory completion of training ar	d	of training. (2) Review training records for de-certifica	floors and/or remedial	
	ications.			HOUS SHOOT LOWING	
1			training.		
		<u> </u>			
		Note Compi	efton of Criteria and Comments that Support Score	Score	
	REQUIREMENTS		(reference the specific Issue)		
5.1	Review training records for				
	completion of training - is it			4	
	consistently at a high level or			1	
	consistently at near minimum	·			
	passing.				
5,2	Review training records for			1	
	satisfactory completion of the				
	following:				
1	- New Hire Supervisor - Leadership Development				
	Program			4	
1	- Voluntary Harvard online	,			
	courses				
ı	- Other supervisory training				
	programs - Training and Qualification				
	requirements				
5.3	Review records for de-				
	certification and/or remedial			4	
1	training - note problem skills		•	4	
	areas and any consistent trend of failure.				
	tiella of farme				
<u>L</u>					
Pr	oject Manager:	,	Ot washing .	Date	
	-		Signature		
O	perations Coordinator:		Signature	Date	
*-	aining Coordinator:				
11	ammy coordinator.		Signature	Date	
Le	eadership Development Mana	ger:	Othershouse	Date	
•			Signature	page 5 of	

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	Ramesh Bhag	rarattee	Job Position:	Supervisor
Name of Person Evaluated	Ramesii bila			1
Date Review Initiated:			Date Review Completed:	
	PEODEANCE CON	FERIA 1 - Perfor	mance Evaluation Process	
Rate performance in this C	riteria as follows:	Later to the state of the state		
Nate performance 1 Unsatisfactory 2 Marginal — needs improv 3 Meets minimum requirer 4 Meets and slightly excert 5 Meets and exceeds requirer	rement nents and expectati	id expectations	TMES	
SCOPE The scope of this criteria is t Performance Reviews.	o evaluate	(1) Rev	riew the individual supervisor's periew the quality of the performances for the personnel they supervises.	e reviews the supervisor
REQUIREMENTS	Note C	ompletion of Criteria (reference	and Comments that Support Score the specific issue)	Score
1.1 Review supervisor performance for high adequate level, and lo performance. Note iss low level performance particular.	w level ues of			4
1.2 Review supervisor fee subordinates – positi negative, objective, b etc.	/e,			4
Review supervisor ra subordinates – rating balanced, not skewe provides specific fee	g of team d,		·	4
1.4 Review performance observations – look opsitive and negative performance	at both			4
Project Manager:			Signature	Date
Operations Coordinator	·		Signature	Date
Training Coordinator:			Signature	Date
Leadership Developme	nt Manager:	·	Signature	Date page 1 of !

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Name of Person Evaluated:	Ramesh Bhagarattee	Job Position:	Supervisor
Indition of the contract of th		Date Review Completed:	
Date Review Initiated:			
PERF	ORMANCE CRITERIA	2 – Development of Personnel	
Rate performance in this Criteria	as follows:		
14 Unsatisfactory			
la Marginal - needs improvement	4.49		.
la se :- iminor raquiraments a	ind expectations	tions	
4 Meets and slightly exceeds req	uirements and expecta	HOUS	
5 Meets and exceeds requiremen	15 and expectations		
her.	()BJECTIVES	
SCOPE		Review appropriate training records.	
The scope of this criteria is to evaluate documented activities performed by	110 010		Januarono
supervisors to provide development		2) Review other documentation that cap	fotes development
subordinates.	•	activity performed by supervisors.	
GENOTALIA CONTRACTOR C			
		10 mars that Support Scare	
REQUIREMENTS	Note Completion of	Criteria and Comments that Support Score ference the specific issue)	Score
	(re	rerence the Specific Isaac)	
2.1 Supervisor completed all	İ		
assigned training or development tasks for			4
development of subordinates.			
development of annual			
2.2 Supervisor developed or			•
presented training or			4
development to address			4
Individual or team issues			
2.3 Supervisor provided coaching	a		
or counseling to improve	~		
performance.			4
,			ļ
No. V A TABLE TO A TABLE			
Project Manager:		Signature	Date
Operations Coordinator:			D-1-
Obergnous opprantation.	-	Signature	Date
Training Coordinator:			Date
		Signature	Date
Leadership Development Mana	ager:		Date
men en en et fill 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Signature	Par 200 200

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ame of Person Evaluated:	Ramesh Bhagarattee	Job Position:	Supervisor
ate Review Initiated:		Date Review Completed:	
	TOUTHANIAP ANICH	RIA 3 – Team Performance	
P Colcovia	ERFORMANCE CRITE	RIA 3- Teatr From Line	
ate performance in this Criteria	as tollows.		
Unsatisfactory Marginal – needs improvement			
na	and expectations		
ar a send all ability avecage ren	mirements and excec	tations	
Meets and siightly exceeds requirement	its and expectations		
		OBJECTIVES	
COPE	ara the	(1) Review performance records of the gr	oup of people that the
The scope of this criteria is to evalutiverall performance of the team of	ace ino	ouncerions lead.	
ubordinates.		(2) Identify team performance trends hoth) positive and negative
ADDI WINGCOOL			
•			
	Y (*)	of Criteria and Comments that Support Score	Crows
REQUIREMENTS	Note Completion	reference the specific issue)	Score
		recorded the special	
3.1 Review feam personnel records for positive or above			
expectations performance.			4
3.2 Review team personnel records for disciplinary issue	s		
or frend.			4
3.3 Evaluate overall team			
performance.			4
*		•	
Project Manager:	<u></u>	Signature	Date
Operations Coordinator:		_	
Obergions contamination.	Processing and the second seco	Signature	Date
Training Coordinator:			Date
		Signature	Late.
Leadership Development Man	ager:	Signature	Date
		alghature	

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Name of Person Evaluated:	Ramesh Bhagarattee	Job Position:	Supervisor			
	Date Review Completed:					
Date Review Initiateu:						
PERFORMAN	CE CRITERIA 4 - Assessme	ent Results and Progress on Developme	nt			
Rate performance in this Crit	eria as follows:					
1 Unsatisfactory 2 Marginal – needs improven 3 Meets minimum requireme	nent					
language with the present	: remirements and expecta	tions				
5 Meets and exceeds require	ments and expectations					
	(BJECTIVES				
SCOPE The scope of this criteria is to e	-	Review assessment results				
results of various assessment to identify leadership and supervision knowledge and skills.	cools used to	2) Review progress on individual developm	ent plans			
KITOWIOUGS						
	Nete Completion of	Criteria and Comments that Support Score	Score			
REQUIREMENTS	l ten	forance the specific issue)				
4.1 Réview results of Manage Development Questionna look for scores consister and below	aire – Itaking (4),	nd motivating people. Lowest score is risk	5			
4.2 Review results of DDI Interview - look for consistently low ratings			4			
4.3 Review progress on Ind Development Plan – hov much has been done depending on when issu	N		4			
Project Manager:		Signature	Date			
Operations Coordinator:		Signature	Date			
Training Coordinator:		Signature	Date			
Leadership Development	Manager:	Signature	Date			

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- Englished	Ramesh Bhaga	arattee	Job Position:	Supervisor
Name of Person Evaluated:	Tamesti Briage			
Date Review Initiated:		Date	Review Completed:	
Baco North Control				
,		ANCE CRITERIA 5 -	-I raining	
Rate performance in this C	riteria as follows:			
1 Unsatisfactory				
2 Marginal – needs improv	ement	ine		
3 Meets minimum requiren 4 Meets and slightly excee	go komikomenje and Jeurs aum exheriano	no Lexpectations		
4 Meets and slightly excee 5 Meets and exceeds requ	os requirements and iroments and expect	ations		
9 Meets and exceeds requ				
SCOPE"		OBJECTIVES		
The scope of this criteria is to	evaluate the		aining records for satisfacto	ary or above completion
satisfactory completion of tra	aining and	of training.	aining records for de-certifi	cations and/or remedial
qualifications.			aining records for de-certific	Sallons and of tome arm
		training.		
	No.	Intion of Criteria and C	omments that Support Score	Score
REQUIREMENTS	Note Col	reference the sp	ecitic issue)	300.6
	e for	(10)		
5.1 Review training record completion of training	-isit			
consistently at a high	evel or			4
consistently at near m	inimum			
passing.				
5.2 Review training record	is for			
satisfactory completion	n of the			
following: - New Hire Supervisor				
- Leadership Developmen	ré			
Program				4
- Voluntary Harvard onlin	e			
courses				
 Other supervisory train 	ing			
programs				
Training and Qualificati requirements	Oti			
5.3 Review records for an certification and/or re	medial			
training - note proble				4.
areas and any consis	tent			
trend of failure.				
Project Manager:	مسيحير 	Sign	afure	Date
		J.g		
Operations Coordinator		Sign	ature	Date
Training Coordinator:		,		
rranning coordinator.		Sign	ature	Date
Leadership Developmer	nt Manager:			Date
mondo of the man of the	-	Sign	ature	page 5 of 5
				page 3 Or S

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dame of Person Evaluated:	Maurice Concha	Job Position:	Supervisor
Date Review Initiated:		Date Review Completed:	
PERFO	RMANCE CRITERIA	1 – Performance Evaluation Process	
Rate performance in this Criteria	as follows:		
1 Unsatisfactory 2 Marginal — needs improvemen 3 Meets minimum requirements 4 Meets and slightly exceeds re 5 Meets and exceeds requireme SCOPE The scope of this criteria is to evalue to the scope of the criteria is to evalue to the scope of the scope.	t and expectations quirements and exp nts and expectation	ectations IS OBJECTIVES (1) Review the individual supervisor's performance reprovides for the personnel they supervise.	i i
REQUIREMENTS	Note Completi	on of Criteria and Comments that Support Score (reference the specific issue)	Score
1.1 Review supervisor performance for high level, adequate level, and low leve performance. Note issues of low level performance in particular.		(reigiente ine sposine ieu-)	3
1.2 Review supervisor feedback subordinates – positive, negative, objective, balance etc.	1 .		3
Review supervisor rating of subordinates — rating of tea balanced, not skewed, provides specific feedback	am		3
1.4 Review performance observations - look at both positive and negative performance	1		3 ·
Project Manager:		Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:	Parallel State Control of Control	Signature	Date
Leadership Development Ma	nager:	Signature	Date page 1 of

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Name of Person Evaluated:	Maurice Concha	Job Position:	Supervisor
		Date Review Completed:	
Date Review Initiated:			
PERI	FORMANCE CRITE	RIA 2 - Development of Personnel	
Rate performance in this Criteria	as follows:		
1 Unsatisfactory	6		
2 Marginal – needs improvemen 3 Meets minimum requirements	and expectations		
A Bearing and clightly exceeds rec	nirements and exp	ectations	
5 Meets and exceeds requireme	nts and expectation	5	
		OBJECTIVES	
<u>SCOPE</u> The scope of this criteria is to evalu	rate the	(1) Review appropriate training records.	
Idagemented activities performed by	√	• •	urae development
supervisors to provide developmen	t to their	(2) Review other documentation that capt activity performed by supervisors.	The management
subordinates.		activity performed by supervisors.	
	Note Completi	on of Criteria and Comments that Support Score	Score
REQUIREMENTS		(reference the specific issue)	
2.1 Supervisor completed all			
assigned training or		· ·	4
development tasks for development of subordinates	5.		ì
development of our comme			
2.2 Supervisor developed or presented training or			
development to address			4
Individual or team issues			
	,		
2.3 Supervisor provided coachi	na		
2.3 Supervisor provided coaching or counseling to improve	19		
performance.			4
Project Manager:		Charten	Date
		Signature	
Operations Coordinator:	· · · · · · · · · · · · · · · · · · ·	Signature	Date
Training Coordinator:			Date
		Signature	Date
Leadership Development Mar	nager:	Signature	Date

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Name of Person Evaluated:	Maurice Concha	Job Position:	Supervisor			
Date Review Initiated:		Date Review Completed:				
	PERFORMANCE CRITERIA 3 - Team Performance					
	PERFORMANCE CR	ITERIA 3 - Team Ferformanco				
Rate performance in this Crite	ria as follows:					
1 Unsatisfactory 2 Marginal – needs improveme	am f					
a sa - 4- minimum raquirement	s and expectations					
A Marks and cliabily exceeds I	equirements and exp	ectations				
5 Meets and exceeds requiren	tents and expectation	S				
SCOPE		OBJECTIVES (1) Review performance records of the grou	p of people that the			
The scope of this criteria is to eve	aluate the	curonicor lead	1			
overall performance of the team (OF .	(2) Identify team performance trends both p	ositive and negative.			
subordinates.		(-)				
	•					
	Note Completi	on of Criteria and Comments that Support Score	Score			
REQUIREMENTS		(reference the specific issue)				
3.1 Review team personnel						
records for positive or abo	A6		3			
expectations performance.	'					
	′					
3.2 Review team personnel						
records for disciplinary is	sues					
or frend.			4			
3.3 Evaluate overall team						
performance.						
			3			
Project Manager:						
Project manager-		Signature	Date			
Operations Coordinator:			Date			
_		, Signature	nere			
Training Coordinator:		Cimpture	Date			
		Signature				
Leadership Development M	anager:	Signature	Date			

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en i i catalo	Maurice Concha	Job Position:	Supervisor	
Name of Person Evaluated:	Maurice Correlia			
Date Review Initiated:	Date Review Completed:			
		The state of the selection	ient	
PERFORMANCE (RITERIA 4 – Asses	sment Results and Progress on Developn	· Cita	
Rate performance in this Criteria	as follows:			
1 Unsatisfactory	•			
2 Marginal – needs improvement	l -waassasiane			
2 Marginar - Needs Introduced 3 Meets minimum requirements a 4 Meets and slightly exceeds req	mo expectations	crations		
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirements	disensents and expectations			
5 Meets and exceeds requirement	is and			
and the same of th	A CONTRACTOR OF THE PROPERTY O	OBJECTIVES		
SCOPE The scope of this criteria is to evaluate	ate the	(1) Review assessment results		
results of various assessment tools	used to	individual daysian	ment plans	
identify leadership and supervisory		(2) Review progress on individual develop	ittotte presio	
knowledge and skills.				
		n of Criteria and Comments that Support Score	Score	
REQUIREMENTS	Note Completic	(reference the specific issue)	3:0:0	
14.20	A Chang toom player	Lowest score is decision making		
4.1 Review results of Managemen	MISTORIA real Library	, Editate paris		
Development Questionnaire - look for scores consistently &			4	
and below				
and polon				
l l				
4.2 Review results of DDI				
Interview - look for			3	
consistently low ratings			3	
ţ				
4.3 Review progress on Individu	al			
4.3 Review progress on individual Development Plan – how				
much has been done			3	
depending on when issued				
Control of the Contro				
Project Manager:		Signature	Date	
Operations Coordinator:		Signature	Date	
Turing Coordinator			T3-6-	
Training Coordinator:		Signature	Date	
Leadership Development Man	ager:		Date	
Secretaria management and a secretaria	-	Signature	рис	

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	of Person Evaluated:	Maurice Concha	Job Position:	Supervisor
	Review Initiated:		Date Review Completed:	
Jaro				
			E CRITERIA 5 – Training	
Rate	performance in this Criteria	as follows:		
Hes	atisfactory			
2 Mai	rginal – needs improvement	: and avpactations		
3 Me	ets minimum requirements ets and slightly exceeds rec	and expectations infrements and exp	ectations	
4 Mei	ets and slightly exceeds received techniques	nts and expectation	S	
D MIG	ets and exceed together			
SCO	DE		OBJECTIVES	na above completion
The s	cone of this criteria is to evalu	ate the	(1) Review training records for satisfactory	of apole complete.
satis	factory completion of training a	and	of training. (2) Review training records for de-certificat	ions and/or remedial
quali	fications.		training.	
İ			The contract of the contract o	
<u> </u>		Note Completi	on of Criteria and Comments that Support Score	Score
-	REQUIREMENTS		(reference the specific issue)	
5.1	Review training records for			
	completion of training - is it	İ		
	consistently at a high level or	ſ		3
	consistently at near minimum	1		
	passing.			
	Review training records for			
5.2	satisfactory completion of th	e		
	following:			
	- New Hire Supervisor			
	- Leadership Development			4
	Program - Voluntary Harvard online			7
	- Voluntary marvard office			
1	- Other supervisory training			
	programs			
	 Training and Qualification 		•	
<u> </u>	requirements			
5.3	Review records for de-	.		
	certification and/or remedia training – note problem skil	le l		4
	areas and any consistent			,
Į	trend of failure.			
	40.00			
<u> </u>				
Pr	oject Manager:		Olymphyra	Date
			Signature	
O	perations Coordinator:		Signature	Date
_	4 Y Communication			
Tr	aining Coordinator:		Signature	Date
1 -	eadership Development Mar	nager:		D.
. 2_6	sometime		Signature	Date page 5 of 5

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Name of Person Evaluated:	Hamrah Ramkissoon	Job Position:	Supervisor
Mattle Ot 1, 612011 E rationer			
Date Review Initiated:	p	Date Review Completed:	
	A A PERSON AND A PARTIES	- Performance Evaluation Process	
PERFOR	TO FOLLOWS!	- Performance Evaluation - 1000	
Rate performance in this Criteria	as lollows.	I	
1 Unsatisfactory 2 Marginal – needs improvement	•		
to be	and expectations	•	
to an a limbely avecage requ	miraments and expec	etations	
4 Weets and Slightly exceeds red 5 Meets and exceeds requiremen	rts and expectations		
		OBJECTIVES	
SCOPE	ato.	(1) Review the individual supervisor's perfe	ormance evaluation.
The scope of this criteria is to evalu Performance Reviews.	are.	• •	
Denotitatice Keatens.		(2) Review the quality of the performance r	eviews the supervisor
		provides for the personnel they supervise.	
		of Criteria and Comments that Support Score	8
REQUIREMENTS	Note Completion	(reference the specific issue)	Score
	 	(tererono dio ope	
1.1 Review supervisor performance for high level,	·		
adequate level, and low level			4
performance. Note issues of			
low level performance in			
particular.			
1.2 Review supervisor feedback subordinates – positive,	10	·	
negative, objective, balanced			3
etc.			
	,		
1.3 Review supervisor rating of			
subordinates - rating of team balanced, not skewed,			3
provides specific feedback			
pro mass span			
1.4 Review performance	,		
observations - look at both			2
positive and negative performance			3
репопизисе			
Project Manager:			Date
-		. Signature	
Operations Coordinator:		Signature	Date
		0.5	
Training Coordinator:		Signature	Date
Leadership Development Man	ager:		
readersup 2000 of	•	Signature	Date
			page 1 of 5

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_	cm Evaluated: H	lamrah Ramkissoon	Job Position:	Supervisor
lame	of Person Evaluated:	realition (Santanood of)	Date Review Completed:	
)ate l	Review Initiated:			
	PERFC	RMANCE CRITERIA	12 - Development of Personnel	
Rate	performance in this Criteria a	s follows:		
1 Uns	atisfactory			
a Rans	minal _ needs improvement	4 15		
- " "	A STOCKONS PROBLEM AND STOCKES AT	id expectations	Antions	
	in and attacheby avegade regul	irements and expec	ganons	
5 Me	ets and exceeds requirement	s and expectations		
· ··.			OBJECTIVES	
SCOF	E	a tha	(1) Review appropriate training records.	
The s	cope of this criteria is to evaluat mented activities performed by	A CHO	•	tl.mmnom4
docu	rvisors to provide development t	o their	(2) Review other documentation that capt	intes development
supe	rdinates.		activity performed by supervisors.	
5000				
			4 that Cumpari Score	
	REQUIREMENTS	Note Completion	of Criteria and Comments that Support Score (reference the specific issue)	Score
			(reference the specific issue)	
2.1	Supervisor completed all			
	assigned training or		•	4
	development tasks for development of subordinates.			· ·
	development of subordinasso.			
Ì			11 1 12	
2.2	Supervisor developed or	Difficulty giving pres	entations due to articulation.	
	presented training or			
1	development to address			2
1	individual or team issues			
2.3	Supervisor provided coaching			
2.3	or counseling to improve			·
	performance.	1		3
<u> </u>				
	* 4 Bd * ******			
Pro	ject Manager:	+	Signature	Date
O	erations Coordinator:			Dete
Op	elations ocolomists.		Signature	Date
Tr	ining Coordinator:			Date
			Signature	Date
Le	adership Development Mana	ger:	01	Date
	-		Signature	

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Name of Person Evaluated:	Hamrah Ramkissoon	Job Position:	Supervisor
Date Review Initiated:		Date Review Completed:	
		RIA 3 - Team Performance	
Rate performance in this Criter	ia as follows:		
1 Unsatisfactory		•	
2 Marginal – needs improveme	nt - and avnactations		
3 Meets minimum requirements 4 Meets and slightly exceeds re	s and expedianons addressents and expect	ations	
4 Meets and slightly exceeds to 5 Meets and exceeds requirem	ents and expectations		
o lacero arra orte			
SCOPE		OBJECTIVES (1) Review performance records of the gr	oun of poonle that the
The scope of this criteria is to eva	luate the	(1) Review performance records of the graph supervisor lead.	Out of beoble give ar-
overall performance of the team o	ř	(2) Identify team performance trends both	n positive and negative.
subordinates.		(2) Identity tour position	•
	Note Completion	of Criteria and Comments that Support Score	Score
REQUIREMENTS	(1	reference the specific issue)	
3.1 Review team personnel			
records for positive or abov	re l		3
expectations performance.			3
3.2 Review team personnel			
records for disciplinary iss	ues		
or trend.			3
			ļ
3.3 Evaluate overall team			
performance.			
, ,			3
No. of the last of		All the second s	
Project Manager:			
E tologe lesource		Signature	Date
Operations Coordinator:			Date
		Signature	240
Training Coordinator:		Signature	Date
		Signature	
Leadership Development Ma	nayer	Signature	Date

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Vame	e of Person Evaluated:	Hamrah Ramkissoon	Job Position:	Supervisor
	Review Initiated:		Date Review Completed:	
		TUTEDIA A Accord	nent Results and Progress on Develop	nent
	PERFORMANCE (as follows:	ICH ROSCIES WIRE . 1035-11	
	performance in this Criteria	as lonows.		
1 Un	satisfactory		•	
2 Ma	rginal — needs improvement ets minimum requirements :	and expectations		
3 Me	ets and slightly exceeds req	uirements and expect	ations	
4 Me	ets and exceeds requiremen	its and expectations		
SIVI C	ela alla excecció l'equipalità			
SCO		* -	OBJECTIVES	
Thou	드 scope of this criteria is to evalu	ate the	(1) Review assessment results	
racui	its of various assessment tools	trond to	·	
ideni	ify leadership and supervisory		(2) Review progress on individual develop	ment plans
knov	vledge and skills.			Ĭ
	•			
L				
		Note Completion o	of Criteria and Comments that Support Score	Score
	REQUIREMENTS		reference the specific issue)	
4.1	Review results of Managemer		ork, learning, initiative, risk taking,	
	Development Questionnaire -	sensitivity, and relation	nships. Overuses authority/presence	
	look for scores consistently 4	'		2
	and below			
-	tr -cppi			
4.2	Review results of DDI			
	Interview – look for consistently low ratings			3
1	Colleigibility for ratings			
1				
4.3	Review progress on Individu	al	•	
1	Development Plan - how			
1	much has been done			3
ł	depending on when issued			
12.				
Pro	oject Manager:	<u> </u>	Signature	Date
			Signaturo	
Op	erations Coordinator:		Signature	Date
_			C.S.Iwa.	
Tri	aining Coordinator:		Signature	Date
	adership Development Mana	arier.		
Le	goetzinb nevelohment man	4941,	Signature	Date .

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	Job Position: S	unervisor
lame of Person Evaluated: Hami	rah Ramkissoon Job Position:	ирогисог
	Date Review Completed:	
Date Review Initiated:		
	PERFORMANCE CRITERIA 5 - Training	
Rate performance in this Criteria as fo	ollows:	
I Insatisfactory		
Marginal – needs improvement	zenostatione	
Marginal — needs improved the sand of the sand of the sand sand of the sand sand sand the sand sand sand the sand sand sand sand sand sand sand sand	nants and expectations	
1 Meets and slightly exceeds require 5 Meets and exceeds requirements at	nd expectations	
Meers and exceeds to qui	-	
SCOPE The second of the second	OBJECTIVES (1) Review training records for satisfactory of	above completion
The score of this criteria is to evaluate u	·-	1
satisfactory completion of training and	of training. (2) Review training records for de-certificatio	ns and/or remedial
qualifications.	training.	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
5.1 Review training records for		
completion of training - is it		4
consistently at a high level or	•	'
consistently at near minimum		
passing.		
5.2 Review training records for		
5.2 Review training records for satisfactory completion of the		1
following:		
- New Hire Supervisor		
- Leadership Development		4
Program - Voluntary Harvard online		
- Aolausal August a punto		
- Other supervisory training		
programs		
- Training and Qualification		
requirements		
5.3 Review records for de-		1
certification and/or remedial training – note problem skills		4
areas and any consistent		
trend of failure.		
V		
Project Manager:	Signature	Date
Toordinator		Date
Operations Coordinator:	Signature	Date
Training Coordinator:		Date
	Signature	
Leadership Development Manage	Signature	Date
·	Signature	page 5 o

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	obgol Stawart Job Position:	Supervisor
lame of Person Evaluated: Mi	Gradi Otowart	
Date Review Initiated:		
SEDEODIA	ANCE CRITERIA 1 – Performance Evaluation Process	
PERFORM Rate performance in this Criteria as	follows:	
Rate performance in this Chilena as	(Unorre)	
Unsatisfactory 2 Marginal – needs improvement		
	d expectations	
I I Little arrander regulation	Comerce and experience	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirements	and expectations	
SCOPE	OBJECTIVES (1) Review the individual supervisor's perfo	rmance evaluation.
The scope of this criteria is to evaluate	•	t
Performance Reviews.	(2) Review the quality of the performance re	eviews the supervisor
	provides for the personnel they supervise.	
	Note Completion of Criferia and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	_
1.1 Review supervisor		l l
performance for high level,	·	
adequate level, and low level		3
nerformance. Note issues of		
low level performance in		
particular.		
1.2 Review supervisor feedback to		
subordinates - positive,		4
negative, objective, balanced,		
efc.		
1.3 Review supervisor rating of		
subordinates - rating of team		3
halanced, not skewed,		3
provides specific feedback		
-		
1.4 Review performance		
observations - look at both		3
positive and negative		1
performance		
Project Manager:		Date
Project manage.	Signature	
Operations Coordinator:		Date
	Signature	
Training Coordinator:	O' - No	Date
	Signature	
Leadership Development Mana	ger:	Date
-	Signature	page 1 of

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			Job Position:	Supervisor
Name of Per	rson Evaluated: M	lichael Stewart		Опрости
			Date Review Completed:	
Date Review				
P	DEDEC	RMANCE CRITER	A 2 – Development of Personnel	
	mance in this Criteria a	s follows:		
Rate perform	ctory			
	woode improvement			
		nd expectations		
K	Libraycaans renu	Melliellio oma calo	ctations	
5 Meets and	d exceeds requirement	s and expectations		
			OBJECTIVES	
SCOPE			(1) Review appropriate training records.	
The score of	of this criteria is to evaluat	e the		
1	andividing nertormed by		(2) Review other documentation that cap	tures development
supervisors	to provide development	o men	activity performed by supervisors.	
subordinate	÷S.			
		Note Completio	n of Criteria and Comments that Support Score	Score
F	REQUIREMENTS		(reference the specific issue)	
2.1 Super	rvisor completed all			
assid	ned training or	Ì		4
devel	looment tasks for			7
devel	lopment of subordinates.			•
N.				
	ervisor developed or			
2.2 Supe	ented training or	1		
deve	lopment to address			3 .
indiv	ridual or team issues			
9				
2.3 Sup	ervisor provided coaching	3		
ord	counseling to improve			3
perf	formance.			
į				
<u> </u>				
Project N	Vanager:		Signature	Date
_			Pignatute	
Operatio	ons Coordinator:		Signature	Date
_				
Training	Coordinator:		Signature	Date
		idet.		
Leaders	ship Development Wans	.90	Signature	Date

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		Job Position:	Supervisor
lame of Person Evaluated:	Michael Stewart		
ate Review Initiated:		Date Review Completed:	
		Fire Bosormance	
P	ERFORMANCE CR	RITERIA 3 – Team Performance	
ate performance in this Criteria	as follows:		
Uncoticfactory			
Marginal – needs improvement Meets minimum requirements			
		pectations	
Meets and exceeds requirement	nts and expectation	ns	
Miceta dila			
COPE		OBJECTIVES (1) Review performance records of the	group of people that the
the score of this criteria is to evalu	ate the	·	,
overall performance of the team of		supervisor lead. (2) Identify team performance trends b	oth positive and negative.
subordinates.			
		10 ments that Support Score	Score
REQUIREMENTS	Note Comple	tion of Criteria and Comments that Support Score (reference the specific issue)	acore
		(teleteline me aboutto remain	
3.1 Review team personnel			
records for positive or above expectations performance.			3
expectations benominates.			
3.2 Review team personnel)		
records for disciplinary issu	G-3		3
or trend.			
3.3 Evaluate overall team			
performance.			3
		·	
			Marie Carlos Car
			- B. 6:
Project Manager:	by a delication of the same of	Signature	Date
Operations Coordinator:			Date
Obelations coolemation.		Signature	Did And as an
Training Coordinator:		Signature	Date
		alguature	
Leadership Development Mar	nager:	Signature	Date
•		· •	

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	Job Position:	supervisor
lame of Person Evaluated: Michael	3) Stewart	
Date Review Initiated:	Date Review Completed:	
Safe Kenters Intrace	Want Brogging on Revelopme	nt
PERFORMANCE CRITER	RIA 4 – Assessment Results and Progress on Developme	
Rate performance in this Criteria as foll	ows:	
I Incaficfactory		Į.
2 Marginal – needs improvement	nectations	
Marginal — needs introvends Meets minimum requirements and ex Meets and slightly exceeds requirements	ents and expectations	
Meets and slightly exceeds requirements and Meets and exceeds requirements and	l expectations	
SCOPE	OBJECTIVES OF FORUITS	•
the anoma of this criteria is to evaluate the	(1) Review assessment results	
regults of various assessment tools used to	o (2) Review progress on individual developme	ent plans
identify leadership and supervisory	(V) Meaton brogs	
knowledge and skills.		
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS		
4.1 Review results of Management Exce	els in motivating and developing others. Uses authority in	
nevelopment Questionnaire - [plop	er balance. Is a feam player.	4
look for scores consistently 4		4
and below		
4.2 Review results of DDI		
4.2 Review results of DDI interview – look for		
consistently low ratings		3
Collegionary		
4.3 Review progress on Individual		
Development Plan - how much has been done		4
depending on when issued		
debettating of whom to be		
		D-Ar
Project Manager:	Signature	Date
Operations Coordinator:	_	Date
Shording a training	Signature	
Training Coordinator:	Signature	Date
	·	
Leadership Development Manager:	Signature	Date

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	Job Position:	Supervisor
ame of Person Evaluated: Micl	idel Otewart	
ate Review Initiated:	Date Review Completed:	
	PERFORMANCE CRITERIA 5 - Training	
Rate performance in this Criteria as f	ollows:	
Rate performance in this official as		
Ido improvement		
	expectations	
3 Meets minimum requirements and 4 Meets and slightly exceeds require 5 Meets and exceeds requirements a		
5 Meers and exceeds require		
SCOPE	the OBJECTIVES (1) Review training records for satisfactory (or above completion
The come of this criteria is to evaluate		
satisfactory completion of training and	(2) Review training records for de-certificati	DUR SHOUGH TOMOGRAM
qualifications.	training.	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	-
5.1 Review training records for		1
completion of training - is it		3
consistently at a high level or consistently at near minimum		
passing.		
5.2 Review training records for		
satisfactory completion of the	•	
following: - New Hire Supervisor		
- Leadership Development		4
Program		
- Voluntary Harvard online		
courses - Other supervisory training		
programs		
- Training and Qualification		
requirements		
5.3 Review records for de- certification and/or remedial		
training - note problem skills		4
areas and any consistent		
trend of failure.		
7		
		Date
Project Manager:	Signature	
Operations Coordinator:	Signature	Date
Training Coordinator:	Pi-matura	Date
	Signature	
Leadership Development Manag	Signature	Date page 5 of 5
		, -

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	Job Position:	Supervisor
Name of Person Evaluated: Ma	(Tai Job Postuon.	Coper
	Date Review Completed:	
Date Review Initiated:	S. Ladion Dropass	
PERFORMA	NCE CRITERIA 1 – Performance Evaluation Process	
Rate performance in this Criteria as	follows:	
La Handicfactory		
2 Marginal – needs improvement	expectations	
2 Marginal — needs improvements 3 Meets minimum requirements and 4 Meets and slightly executivements	ements and expectations	
4 Meets and slightly exceeds requirements	and expectations	
3 Meers and care		
SCOPE	(4) Davids the individual supervisor's per	formance evaluation.
The scope of this criteria is to evaluate		
Performance Reviews.	(a) Poviou the quality of the performance	Lealenz rie zaber 1102.
	provides for the personnel they supervise	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	Note Completion of Chieffe and Projecting (reference the specific issue)	
	(iconare-	
1.1 Review supervisor performance for high level,		
adequate level, and low level		4.
nerformance. Note issues of		
low level performance in		
parficular.		
1.2 Review supervisor feedback to		
subordinates – positive, negative, objective, balanced,		4
etc.		
660.		
1.3 Review supervisor rating of		
subordinates - rating of team balanced, not skewed,		3
provides specific feedback		
provides spooms		
1.4 Review performance		
observations - look at both		3
positive and negative		
performance		
	····	- Andrews of the state of the s
Project Manager:	Signature	Date
15 6		Date
Operations Coordinator:	Signature	pato
Training Coordinator:		Date
	Signature	
Leadership Development Mana	ger: Signature	Date Date
	-13	page 1 of 5

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	Job Position:	Supervisor
ame of Person Evaluated: Ma	X tal	
	Date Review Completed:	
ate Review Initiated:	Day Jonneyt of Personnel	
PERFOR	RMANCE CRITERIA 2 - Development of Personnel	
Rate performance in this Criteria as	follows:	
Uperticfactory	, and the second second second second second second second second second second second second second second se	
Marginal - needs improvement Meets minimum requirements and	l expectations	
Meets and slightly exceeds requirements	and expectations	
	OBJECTUS-S	
SCOPE The scope of this criteria is to evaluate	the (1) Review appropriate training records.	
The scope of this critical to documented activities performed by supervisors to provide development to subordinates.	Phillip in the property of the state of the	es development
	10 months that Support Score	Score
REQUIREMENTS	Note Completion of Criteria and Comments that Support Score (reference the specific issue)	Score
2.1 Supervisor completed all assigned training or development tasks for development of subordinates.	(laterence ma open	3
2.2 Supervisor developed or presented training or development to address individual or team issues		4
2.3 Supervisor provided coaching or counseling to improve performance.		4
		Dete
Project Manager:	Signature	Date
Operations Coordinator:	Signature	Date
Training Coordinator:	Signature	Date
Leadership Development Mana	ger: Signature	Date

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A Section 1	Job Position:	Supervisor
lame of Person Evaluated: \underline{M}	X (ai	
	Date Review Completed:	
Date Review Initiated:		
PE	FORMANCE CRITERIA 3 – Team Performance	
Rate performance in this Criteria a	follows:	
4 theodicfactory	-	
109mayovement	Lornactations	
3 Meets minimum requirements at		
4 Meets and slightly exceeds requirement	and expectations	
5 Meets and exceeds		
SCOPE	OBJECTIVES (1) Review performance records of the gro	up of people that the
land coope of this criteria is to evaluat		
overall performance of the team of	supervisor lead. (2) Identify team performance trends both	positive and negative.
subordinates.		
		<u></u>
	Comparts that Support Score	Score
	Note Completion of Criteria and Comments that Support Score (reference the specific issue)	Score
REQUIREMENTS	(reference the specific its)	
3.1 Review team personnel		
records for positive or above expectations performance.		4
expectations benominates.		
3.2 Review team personnel		
records for disciplinary issues		4
or frend.		
3.3 Evaluate overall team		
performance.		4
V.		Data
Project Manager:	Signature	Date
Operations Coordinator:		Date
Obelations coordinates.	Signature	
Training Coordinator:	Signature	Date
	-	
Leadership Development Mana	Jer: Signature	Date

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		Job Position:	Supervisor
ame of Person Evaluated:	Max Tai		
ate Review Initiated:		Date Review Completed:	
	A A A A	essment Results and Progress on Develor	ment
PERFORMAN	CE CRITERIA 4 - M53	G35IIICIA E C	
te performance in this Cr	Relia as lonoves.		
Unsatisfactory Marginal – needs improve	ment		
		and a stationers	
Meets and slightly exceed Meets and exceeds requir	ellients and expenses		
		OBJECTIVES	
COPE he scope of this criteria is to	evaluate the	(1) Review assessment results	
ne scope of this effects esults of various assessment dentify leadership and super	tools asea to	(2) Review progress on individual develo	opment plans
dentify leadersnip and supert mowledge and skills.	1,301 y		
TIOMICEGO CITA CITA			
		etion of Criteria and Comments that Support Score	Score
REQUIREMENTS	l l	(Erronce the specific issue)	
manager of Mana	rement No scores in he	the targe Low scores in risk taking and	
Development Question	haire - Mexibility, Digit	stest area. Low scores in the land area area average in motivating and developing others.	4
look for scores consist	ently 4		4
and below		•	
		,	
4.2 Review results of DDI			
Interview - look for			4
consistently low rating	s		
,			
4.3 Review progress on Ir	dividual		
Development Plan - h	ow		4
much has been done depending on when is	sued		
depending on the			
		A CASE OF THE CASE	
Project Manager:	-	Signature	Date
Operations Coordinator	:	Signature	Date
		Olgrand	Date
Training Coordinator:		Signature	Date
Leadership Developmer	ıt Manager:	Signature	Date

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	Job Position:	Supervisor
Name of Person Evaluated: Max	(Tal	
Date Review Initiated:	Date Review Completed:	
	PERFORMANCE CRITERIA 5 - Training	
Rate performance in this Criteria as	follows:	
Rate performance in this official as 1 Unsatisfactory		
la sa minat packe improvement		Į.
	expectations	
3 Meets minimum requirements and 4 Meets and slightly exceeds require 5 Meets and exceeds requirements a	allielite and cylegorian	
5 Meets and exceeds requirements.		
SCOPE	OBJECTIVES (1) Review training records for satisfactory of	or above completion
The score of this criteria is to evaluate		
satisfactory completion of training and	of training. (2) Review training records for de-certificati	ons and/or remedial
qualifications.	training.	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	Note Completion of Criteria and Commens that Cappen (reference the specific issue)	30016
1_	(teresence the opposite	
5.1 Review training records for completion of training – is it		
completion of training to the consistently at a high level or		4
consistently at near minimum		
passing.		
The state of the s		
5.2 Review training records for satisfactory completion of the		
following:		
- New Hire Supervisor		
- Leadership Development Program		4
"Voluntary Harvard online		
courses		
 Other supervisory training 	•	
programs - Training and Qualification		
requirements		
5.3 Review records for de-		
certification and/or remedial	·	4
training – note problem skills		
areas and any consistent trend of failure.		
Hella of Fallance		
Project Manager:	Signature	Date
Operations Coordinator:	Signature	Date
Training Coordinator:	Signature	Date
Leadership Development Manag	ger:	Date
resdetauth neverobment manes	Signature	page 5 of

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	Job Position:	Captain
Name of Person Evaluated:	Raymer Perez	
Date Review Initiated:	Date Review Completed:	
Date Kenica mirror.	Evolution Process	
PERFOR	MANCE CRITERIA 1 – Performance Evaluation Process	
Rate performance in this Criteria	as follows:	
1 Unsatisfactory		1
the manda improvement	d overoctations	
3 Meets minimum requirements	and expectations	
4 Meets and slightly exceeds red 5 Meets and exceeds requiremen	nts and expectations	
5 Weets and exceeds require		
SCOPE	- <u>OBJECTIVES</u> (1) Review the individual supervisor's perfo	mance evaluation.
The scope of this criteria is to evalu		
Performance Reviews.	(a) Boyley the quality of the performance re	views the supervisor
	provides for the personnel they supervise.	
	p. o vive = v	
1	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
1.1 Review supervisor		
nerformance for high level,		4
adequate level, and low level	1	1
performance. Note issues or		
low level performance in		
particular.	fo	
1.2 Review supervisor feedback subordinates – positive,		
negative, objective, balance	d, \	4
etc.		
1.3 Review supervisor rating of		
subordinates - rating of tea	AEFS	4
balanced, not skewed, provides specific feedback		
provides specific leggister		
1.4 Review performance		!
observations - look at both	i	4
positive and negative		· ·
performance		
Project Manager:		Date
Froject manager.	Signature	
Operations Coordinator:	Signature	Date
	Sidilarma	
Training Coordinator:	Signature	Date
	~	
Leadership Development Ma	nager: Signature	Date page 1 of.
		page i ou

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		Job Position:	Captain
Name of Person Evaluated: R	aymel Perez		
Date Review Initiated:		Date Review Completed:	
Date Novion	IA 2 - Development of Personnel		
PERFO	RMANCE CRITER	IA Z - Development of t great	
Rate performance in this Criteria a	s follows:		
4 Uncatisfactory	·		
2 Marginal – needs improvement 3 Meets minimum requirements ar	nd expectations		
		ectations	
4 Meets and slightly exceeds requirement	s and expectation		
13 Micela Billa			•
SCOPE		OBJECTIVES (1) Review appropriate training records.	
The score of this criteria is to evaluate	te the .	* *	
I		(2) Review other documentation that capt	ntes develobulent
supervisors to provide development	,0 BISH	activity performed by supervisors.	
subordinates.			
		10 percents that Support Score	Score
REQUIREMENTS	Note Completi	on of Criteria and Comments that Support Score (reference the specific Issue)	26016
1		(reference die speems in ,	
2.1 Supervisor completed all			
assigned training or development tasks for		•	4
development of subordinates.			
GB4610binging			
2.2 Supervisor developed or			
presented training or			4
development to address individual or team issues			
Maidians of water 1997			
2.3 Supervisor provided coaching	3		
or counseling to improve			3
performance.			
		•	
		·	
Project Manager:	······································	Signature	Date
Operations Coordinator:			Date
Obelations contamant.		Signature	
Training Coordinator:		Signature	Date
		อเนเเลเนเ ซ	
Leadership Development Mana	ager:	Signature	Date

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	Job Position:	Captain
lame of Person Evaluated: Rayn	161 1 6162	
	Date Review Completed:	***************************************
Date Review Initiated:		
PERF	DRMANCE CRITERIA 3 – Team Performance	
Rate performance in this Criteria as fo	llows:	
Uncaticfactory		
Marginal – needs improvement	expectations	
Marginal — neeus implotements and e Meets minimum requirements and e Meets and slightly exceeds require		
Meets and slightly exceeds require Meets and exceeds requirements a	nd expectations	
) Misera and otto		-
SCOPE	The state of the ground records of the ground	ip of people that the
The scope of this criteria is to evaluate ti		
overall performance of the team of subordinates.	supervisor lead. (2) Identify team performance trends both p	JOSIEI WE ATTE TO SALE
subordinales.		
The state of the s		
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
3.1 Review team personnel		
records for positive or above		4
expectations performance.		
3.2 Review team personnel		
records for disciplinary issues		4
or trend.		
	•	
3,3 Evaluate overall team	•	
performance.		4.
1		
	The second secon	
Project Manager:	Signature	Date
·	2) Bilatore	
Operations Coordinator:	Signature	Date
Training Coordinator:		Date
	Şignature	
Leadership Development Manage	Signature	Date
• •	—,g,	

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		Job Position:	Captain
Name of Person Evaluated:	Raymel Perez	JOD FOSICION.	
		Date Review Completed:	
Date Review Initiated:		···	
DEBEORMANCE	CRITERIA 4 - Ass	essment Results and Progress on Developn	ieur
Rate performance in this Criter	ia as follows:		
1 Unsatisfactory			
la summing mande improveme	nt	•	
		meciations	
3 Meets minimum requirements 4 Meets and slightly exceeds re 5 Meets and exceeds requirem	equirentents and expectation	ons	
5 Meets and exceeds requirem			
		OBJECTIVES	
SCOPE The scope of this criteria is to eva	luate the	(1) Review assessment results	
regules of various assessment tou	us asea to	(2) Review progress on individual develop	ment plans
identify leadership and supervisor	ry	(Z) Review progress	
knowledge and skills.			
	Note Compl	etion of Criteria and Comments that Support Score	Score
REQUIREMENTS	i	(reference the specific issue)	
4.1 Review results of Managem	ent Excellent analyt	ical and initiative skills; overuses ice. Above average motivating and developing	
Development Questionnaire	a - lauthority/preser	ice. Above average monvouring only in	4
look for scores consistently	y 4 others.		
and below			
		/	
4.2 Review results of DDI			
Interview - look for			4
consistently low ratings			
	•		
4.3 Review progress on Indivi	dual		
Development Plan - now			4
much has been done			
depending on when issue	a		
Project Manager:		O' - turb	Date
·		Signature	
Operations Coordinator:		Signature	Date
-			
Training Coordinator:		Signature	Date
Leadership Development M	anager:		Date
reader such moderate		Signature	

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		_ •.•	Captain
me of Person Evaluated: Ra	ymel Perez	Job Position:	Captain
		Date Review Completed:	
te Review Initiated:			
	PERFORMANCE	CRITERIA 5-Training	
te performance in this Criteria as	follows:		
Unsatisfactory Marginal – needs improvement			
	d expectations	lations	-
Meets minimum requirements and Meets and slightly exceeds requi Meets and exceeds requirements		ations	
Meets and exceeds requirements			, ₃ ,, h
COPE		OBJECTIVES (1) Review training records for satisfactors	ory or above completion
as econe of this criteria is to evaluate	the		
atisfactory completion of training and	1	(2) Review training records for de-certifi	cations and/or remedial
ualifications.		training.	
	Note Completion	of Criteria and Comments that Support Score	Score
REQUIREMENTS		reference the specific issue)	
.1 Review training records for			
completion of training - is it consistently at a high level or			4
consistently at near minimum			
passing.			
<u>-</u>	-		
5.2 Review training records for			
satisfactory completion of the following:	N.		
- New Hire Supervisor			
- Leadership Development			4
Program			,
- Voluntary Harvard online			
courses - Other supervisory training			
programs			
- Training and Qualification			
requirements			
5.3 Review records for de-		•	
certification and/or remedial training – note problem skills			4
areas and any consistent			
trend of failure.			
		- Control of the Cont	
Project Manager:			Date
•		Signature	
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
	naer	V.g.,	D-4-
Leadership Development Mana		Signature	Date page 5

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	Job Position:	Supervisor
Name of Person Evaluated: Fre	a pape	
Date Review Initiated:	Date Review Completed:	
	Figure Process	
PERFORMA	NCE CRITERIA 1 – Performance Evaluation Process	
Rate performance in this Criteria as	follows:	
1 Unsatisfactory 2 Marginal – needs improvement		
	expectations	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirements		
SCOPE	OBJECTIVES (1) Review the individual supervisor's performance.	mance evaluation.
SCOPE The scope of this criteria is to evaluate		•
Performance Reviews.	(a) Povious the quality of the performance re	views the supervisor
	provides for the personnel they supervise.	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	Note Completion of Criteria and Comments that Completion of Criteria and Comments that Comments the Comments that Comments that Comments the Comments that Comments that Comments the Comments the Comments that Comments the Comments the	Stole
·	(Market)	
1.1 Review supervisor performance for high level,		
adequate level, and low level		4
performance. Note issues of		
low level performance in particular.		
1.2 Review supervisor feedback to		
subordinates - positive,		4
negative, objective, balanced,		
etc.`		
1.3 Review supervisor rating of		
subordinates - rating of feam balanced, not skewed,		4
provides specific feedback		,
- Landau Marian Co		
1.4 Review performance observations – look at both		
positive and negative		4
performance		
Project Manager:	Signature	Date
·	Jighturo	
Operations Coordinator:	Signature	Date
Training Coordinator:	Cl., dura	Date
	Signature	
Leadership Development Manag	ger: Signature	Date
	-	page 1 of

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History

_	Job Position: Su	pervisor	
Name of Person Evaluated: Fre	d Dube		
1.262.66.68	Date Review Completed:		
Date Review Initiated:			
PERFO	MANCE CRITERIA 2 - Development of Personnel		
Rate performance in this Criteria as	follows:		
11 Unsatisfactory			
lo aversion monde improvement	lovnectations		
3 Meets minimum requirements and 4 Meets and slightly exceeds requirements	rements and expectations		
4 Meets and siightly exceeds requirements 5 Meets and exceeds requirements	and expectations		
SCOPE	OBJECTIVES (1) Review appropriate training records.		
The score of this criteria is to evaluate	LIIG .		
Li-aumonted activities performed by	(2) Review other documentation that captures	development	
supervisors to provide development to	activity performed by supervisors.		
subordinates.			
	Note Completion of Criteria and Comments that Support Score	Score	
REQUIREMENTS	(reference the specific issue)		
2.1 Supervisor completed all			
assigned training or		4	
development tasks for			
development of subordinates.	·		
2.2 Supervisor developed or			
presented training or		4.	
development to address		-	
individual or team issues			
2.3 Supervisor provided coaching			
or counseling to improve			
performance.	•	4	
•	·		
r of Bilangger'		Date	
Project Manager:	Signature	244	
Operations Coordinator:	Signature	Date	
•	គម្រើនដល់ខេ		
Training Coordinator:	Signature	Date	
Leadership Development Manag	Signature	Date	

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		Job Position:	Supervisor
lame of Person Evaluated: Fr	ed Dube		
ate Review Initiated:		Date Review Completed:	
DE	PEORMANCE	CRITERIA 3 – Team Performance	
ate performance in this Criteria a	s follows:		
ate performance and performance. Unsatisfactory Marginal — needs improvement Meets minimum requirements an Meets and slightly exceeds requirements. Meets and exceeds requirements.	d expectations		
COPE The scope of this criteria is to evaluate overall performance of the team of subordinatés.		OBJECTIVES (1) Review performance records of the grossupervisor lead. (2) Identify team performance trends both	
THE PROPERTY OF	Note Com	pletion of Criteria and Comments that Support Score (reference the specific Issue)	Score
REQUIREMENTS 3.1 Review team personnel records for positive or above expectations performance.		(reference tile specific reserv	4
3.2 Review team personnel records for disciplinary issues or trend.			4
3.3 Evaluate overall team performance.			4
Project Manager:		Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development Mana	ger:	Signature	Date

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		Job Position: S	upervisor
Name of Person Evaluated:	Fred Dube		
Date Review Initiated:		Date Review Completed:	
	DITTERS A ACCOCI	sment Results and Progress on Developmer	t
PERFORMANCE C	RILERIA 4 - ASSESS	SINGIL I TOOMIL	
Rate performance in this Criteria	as ionowo.		
Unsatisfactory Marginal – needs improvement			
		6.25	
I I IILUL AVANAGE FAO		ctations	
4 Meets and slighly exceeds requirements 5 Meets and exceeds requirements	its and expectations		
	***	OBJECTIVES	
SCOPE The scope of this criteria is to evaluate	ate the	(1) Review assessment results	
results of various assessment tools	used to	(2) Review progress on individual developme	nt plans
identify leadership and supervisory		(2) Review progress on many access to the contract of the cont	
knowledge and skills.			
	Note Completio	n of Criteria and Comments that Support Score	Score
REQUIREMENTS			
4.1 Review results of Managemen	nt No scores in higher	et area. A solid performer. Only one low score	
Davelopment Questionnaire -	- (usk raking (s)		4
look for scores consistently 2	4		7
and below			
4.2 Review results of DDI			
Interview - look for			4
consistently low ratings			
li N			
4.3 Review progress on Individu	ıal		
Development Plan - how			4
much has been done			T
depending on when issued			
			<u></u>
Project Manager:		Signature .	Date
		Signature	
Operations Coordinator:		Signature	Date
Training Coordinator:			Date
		Signature	
Leadership Development Mar	nager:	Signature	Date

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		Job Position:	Supervisor	
Name of Person Evaluated: Fi	ed Dube			
Date Review Initiated:		Date Review Completed:		
		CRITERIA 5 – Training		
ALL Calenda a	PERFORMANCE	CHILITA VIII.		
Rate performance in this Criteria a 1 Unsatisfactory	, lone we.			
a reminal moods improvement				
	d expectations	ations		
3 Meets minimum requirements and 4 Meets and slightly exceeds requirements to Meets and exceeds requirements	and expectations			
a meera and except a		OBJECTIVES	day day	
SCOPE	n tho	(1) Review training records for satisfactor	ry or above cor	npletion
The scope of this criteria is to evaluat satisfactory completion of training an	e ni e d			ii ii
qualifications.		of training. (2) Review training records for de-certific	auons anaior .	
- Commission of the Commission		training.		
	Note Completion	of Criteria and Comments that Support Score	Sc	ore
REQUIREMENTS		(reference the specific issue)		
5.1 Review training records for	i			
completion of training – is it consistently at a high level or	,		1	4
consistently at near minimum				
passing.				
5.2 Review training records for				!
satisfactory completion of the				
following: - New Hire Supervisor			1	
- New Hire Supervisor - Leadership Development				
Program				4
Voluntary Harvard online				
courses - Other supervisory training				
programs				
 Training and Qualification requirements 				
5.3 Review records for de-				•
certification and/or remedial		·		4
training - note problem skills areas and any consistent				
areas and any consistent trend of failure.				
				Data
Project Manager:		Signature		Date
Operations Coordinator:		Signature		Date
Training Coordinator:		Signature		Date
Leadership Development Mana	iger:		. · <u></u>	Date
resdetauth beverobilitatic (garage		Signature		page 5 o

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The state of the s	on Mortinez Job Position:	Supervisor
Name of Person Evaluated: Ju	aj i ividi tili 102	
Date Review Initiated:	Date Review Completed:	
	Survey Englishin Process	
PERFORM	ANCE CRITERIA 1 – Performance Evaluation Process	
Rate performance in this Criteria as	(OHOWS:	
1 Unsatisfactory 2 Marginal — needs improvement 3 Meets minimum requirements and 4 Meets and slightly exceeds requi 5 Meets and exceeds requirements		
J Miceto Little	The state of the s	
SCOPE The scope of this criteria is to evaluate Performance Reviews.	OBJECTIVES (1) Review the individual supervisor's performance relationships to the performance rel	
Performance Reviews.	(2) Review the quality of the performance rev provides for the personnel they supervise.	
	2 - Compart Control	
REQUIREMENTS	Note Completion of Criteria and Comments that Support Score (reference the specific issue)	Score
	(reference the specime locally	
1.1 Review supervisor performance for high level, adequate level, and low level performance. Note issues of low level performance in		3
particular. 1.2 Review supervisor feedback to subordinates – positive, negative, objective, balanced, etc.		3
1.3 Review supervisor rating of subordinates – rating of team balanced, not skewed, provides specific feedback		3
1.4 Review performance observations – look at both positive and negative performance		3
Project Manager:	Signature	Date
Operations Coordinator:	Signature	Date
Training Coordinator:	Signature	Date
Leadership Development Mana	ger:Signature	Date page 1 o

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Name of Person Evaluated:	Juan Martinez Job Position: S	upervisor
	Date Review Completed:	
Date Review Initiated:		
PERF	ORMANCE CRITERIA 2 - Development of Personnel	
Rate performance in this Criteria	as follows:	
1 Unsatisfactory		
2 Marginal – needs improvement 3 Meets minimum requirements a	nd expectations	\
la sa d allabély avegade rem	illements and expectations	
5 Meets and exceeds requiremen	ts and expectations	
The state of the s	OBJECTIVES:	
SCOPE The scope of this criteria is to evalua	the fundamental and the first the fi	
documented activities performed by	the second secon	davalanment
supervisors to provide development	to their (2) Review other documentation that captures activity performed by supervisors.	. Sea Ctobuttoric
subordinates.	activity perturned by supervisors.	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
2.1 Supervisor completed all	Consistently needs prompts. Is often late. Claims he doesn't	
assigned training or	know what others expect.	2
development tasks for development of subordinates.		-
development of section		
	N. L. Jakkook	
2.2 Supervisor developed or	Marginal at best.	
presented training or development to address		2
individual or team issues		
ided recebin	Has a difficult time both receiving and delivering coaching.	
2.3 Supervisor provided coaching or counseling to improve	Avoids confloit. Wants to be liked.	
performance.		2
Project Manager:		Date
	Signature	
Operations Coordinator:	Signature	Date
Training Coordinator:		Dota
	Signature	Date
Leadership Development Mana	ager: Signature	Date

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cm - Englished	Juan Martinez	Job Position:	Supervisor
Name of Person Evaluated:	odds mar.	Date Review Completed:	
Date Review Initiated:		Date Review Completed.	
PI	REFORMANCE CR	ITERIA 3 – Team Performance	
Rate performance in this Criteria	as follows:		
1 Unsatisfactory			
inemeral — needs improvement			
- es continues requirements 2	and expectations	6 - 42 m m	
DAS SERVICE IN THE PARTY OF THE	inrements allu eau	ectanons	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirement	its and exhectanoi		
11 11 11 11 11		OBJECTIVES	
SCOPE The scope of this criteria is to evalua	afa ffa	(1) Review performance records of the gr	oup of people that the
The scope of this chieffa is to evaluate overall performance of the team of	200 010		i
subordinates.		(2) Identify feam performance trends bott	i positive attu tiegative.
Supordinates.			
		ion of Criteria and Comments that Support Score	Score
REQUIREMENTS	Note Completi	(reference the specific issue)	00010
- A series and series are series and series are series and series and series and series and series are series and series and series and series are series and series and series are series and series and series are series and series and series are series and series and series are series and series and series are series and series and series are series and series are series and series are series and series are series and series are series and series are series and series are series are series			
3.1 Review team personnel records for positive or above			
expectations performance.			3
GAPOGECES P			
3.2 Review team personnel			
records for disciplinary issue	:5		3
or trend.			
3.3 Evaluate overall team			
performance.			3
		•	3
Project Manager:			Date
-		Signature	m 444
Operations Coordinator:	<u></u>	Ciamotrum	Date
-		Signature	
Training Coordinator:	-	Signature	Date
		organica	
Leadership Development Man	ayer:	Signature	Date

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	Job Position: Su	pervisor
Name of Person Evaluated: Ju	an Martinez	
	Date Review Completed:	
Date Review Initiated:		
	ITERIA 4 – Assessment Results and Progress on Development	
PERFORMANCE CR	follows:	
Rate performance in this Criteria as	(Onews)	
1 Unsatisfactory		
Marginal – needs improvement Meets minimum requirements an	d expectations	
		•
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirements	and expectations	
O RICO	OBJECTIVES	
SCOPE	and a second results	
ii	, 410	á nlong
Proculte of various assessment tools us	sed to (2) Review progress on individual developmen	ic highes
identify leadership and supervisory		
knowledge and skills.		
	1.3 that Support Score	Score
TAPATO	Note Completion of Criteria and Comments that Support Score (reference the specific issue)	30016
REQUIREMENTS	(reference the specific issue)	
4.1 Review results of Management		
Development Questionnaire	-	2
look for scores consistently 4		
and below		
4.2 Review results of DDI		
Interview - look for		3
consistently low ratings		
4.3 Review progress on Individua		
4.3 Review progress of marvaca Development Plan – how		2
much has been done		
depending on when issued		
		Date
Project Manager:	Signature	
Operations Coordinator:		Date
Operations coors	Signature	
Training Coordinator:	Signature	Date
	-	
Leadership Development Mana	ger: Signature	Date

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	r 64 Llimore	Job Position:	Supervisor	
Name of Person Evaluated:	Juan Martinez			
Date Review Initiated:	Date Review Completed:			
Date Keview Inflated.		N N		
	PERFORM	ANCE CRITERIA 5—Training		
Rate performance in this C	riteria as follows:			
1 Unsatisfactory				
a ar monde improv	ement	ns .		
2 margmai — needs impro- 3 Meets minimum requiren 4 Meets and slightly excee	nents and expectation de requirements and	expectations		
4 Meets and slightly excee 5 Meets and exceeds requ	irements and expects	ations		
o meets and execute 1				
SCOPE		• • • • • • • • • • • • • • • • • • •	or above completion	
The scope of this criteria is to	evaluate the			
satisfactory completion of tra	aining and	of training. (2) Review training records for de-certificat	ions and/or remedial	
qualifications.		training.		
			,	
		A Channey Score	0	
	Note Cor	npletion of Criteria and Comments that Support Score (reference the specific issue)	Score	
REQUIREMENTS		(reference the specific issue)		
5.1 Review training record	ls for			
completion of training consistently at a high	- IS IT		4	
consistently at near m	Inimum			
passing.				
5.2 Review training recor	ds for			
satisfactory completion	on of the			
following: - New Hire Supervisor			1	
- Leadership Developme	nt			
Program			3	
- Voluntary Harvard onli	ne			
courses	alam.			
- Other supervisory trail	nng			
programs - Training and Qualifica	tion			
requirements				
53 Review records for o	le-			
certification and/or r	emedial		4	
training - note probl	em skilis			
areas and any consi trend of failure.	Stellt			
fielia or rangro-				
Project Manager:		Signature	Date	
-		ongracero		
Operations Coordinate	r:	Signature	Date	
		-	Date	
Training Coordinator:		Signature	Date	
Leadership Developme	ent Manager:		Date	
HOLLOW COMPANY OF THE STREET	•	Signature	page 5 of 5	

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	Λ وقستقسياون	Iberto Perez	Job Position:	Supervisor	
lame of Person E	raluated: <u>A</u>	iberto r erez			
ate Review Initiat	ed: _	Date Review Completed:			
		MICE COTTERIA	1 – Performance Evaluation Process		
Rate performance	PERFURI	s follows:			
Rate performance I Unsatisfactory Marginal – need: Meets minimum Meets and slight Meets and excen	s improvement requirements ar	id expectations frements and exp	AN ITOTIVES		
SCOPE The scope of this co Performance Revie	riteria is to evaluat NS.	e	(1) Review the individual supervisor's performance (2) Review the quality of the performance provides for the personnel they supervise.	reviews the supervisor	
		Note Completi	on of Criteria and Comments that Support Score	Score	
REQUIRE	MENTS		(reference the specific issue)		
adequate lev	for high level, el, and low level . Note issues of			4	
1.2 Review super	rvisor feedback fo s – positive, jective, balanced,			4	
subordinate halanced, r	ervisor rating of s — rating of team ot skewed, ecific feedback			4	
1.4 Review per observation positive an performance	ns – look at both d negative			4	
Project Manage	er:		Signature	Date	
Operations Co	ordinator:		Signature	Date	
Training Coord	linator:		Signature	Date	
Leadership De	velopment Mana	eger:	Signature	Date page 1 of	

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- Carolina	Job Position: St	pervisor
Name of Person Evaluated: <u>/</u>	Alberto Perez	
Date Review Initiated:	Date Review Completed:	
	2 Povelonment of Personnel	
PERF	DRMANCE CRITERIA 2 – Development of Personnel	
Rate performance in this Criteria	as follows.	
1 Unsatisfactory 2 Marginal – needs improvement		
	nd expectations	
i thillian aracade femi	infamente and experience	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirement	s and expectations	
	OR FECTIVES	- 1
SCOPE The scope of this criteria is to evaluate	te the (1) Review appropriate training records.	
transperd activities performed by	- All the documentation that captures	development
supervisors to provide development	to their activity performed by supervisors.	
subordinates.		
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
2.1 Supervisor completed all		1
assigned training or development tasks for		4
development of subordinates		
III III III III III III III III III II		
2.2 Supervisor developed or presented training or		
development to address		4
individual or team issues		
2.3 Supervisor provided coaching	a	
2.3 Supervisor provided coaching or counseling to improve		,
performance.		4
Project Manager:	Signature	Date .
	Office	
Operations Coordinator:	Signature	Date
Training Coordinator:		Date
	Signature	
Leadership Development Man	ager: Signature	Date

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Name of Person Evaluated: A	lberto Perez	Job Position:	Supervisor	
		Date Review Completed:		
Date Review Initiated:				
PE	RFORMANCE CRITI	ERIA 3 – Team Performance		
Rate performance in this Criteria a	s follows:			
1 Unsatisfactory				
2 Marginal – needs improvement 3 Meets minimum requirements a	nd expectations			
Least a stability overed tenu	inguigns and expec	tations		
5 Meets and exceeds requirement	s and expectations			
		OBJECTIVES		
SCOPE	to the	(1) Review performance records of the gr	oup of people that the	
The scope of this criteria is to evaluate overall performance of the team of	ie nie	and the second	i i	
subordinates.		(2) Identify team performance trends both	i bositive suo neganie.	
Stitutures.				
	N-4- Completion	of Criteria and Comments that Support Score	Score	
REQUIREMENTS	Mote combinion	(reference the specific issue)	000.0	
3.1 Review team personnel				
3.1 Review team personnel records for positive or above				
expectations performance.			4	
3.2 Review team personnel				
records for disciplinary issues	5	_		
or trend.	1		4	
).				
3.3 Evaluate overall team				
3.3 Evaluate overall team performance.				
			·4	
Project Manager:			Date	
-		Signature	# 2.	
Operations Coordinator:		Signature	Date	
		Eighten.	and the same of th	
Training Coordinator:		Signature	Date	
Leadership Development Mana	ger:		Date	
regretation reports	**	Signature	Date	

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Name of Person Evaluated:	Alberto Perez	Job Position:	Supervisor		
		Date Review Completed:			
Date Review Initiated:					
PERFORMANCE C	RITERIA 4 – Asse	essment Results and Progress on Develor	ment		
Rate performance in this Criteria	as follows:				
1 Unsatisfactory					
2 Marginal - needs improvement					
3 Meets minimum requirements a	ing expectations	nactations			
4 Meets and slightly exceeds req 5 Meets and exceeds requiremen	un enients and ex te and expectatio	ns			
5 Meets and exceeds requirement	is and expectation				
COORTE		OBJECTIVES	,		
SCOPE The scope of this criteria is to evalua	ite the	(1) Review assessment results			
results of various assessment tools	used to				
identify leadership and supervisory		(2) Review progress on individual develo	pment plans		
knowledge and skills.					
		4.00			
REQUIREMENTS	Note Complet	tion of Criteria and Comments that Support Score	Score		
		(reference the specific issue)			
4.1 Review results of Management	č				
Development Questionnaire -			4		
look for scores consistently 4			4		
and below					
4.2 Review results of DDI					
Interview - look for					
consistently low ratings			. 4		
I at the state of					
4.3 Review progress on Individua	10		ļ		
Development Plan – how much has been done			4		
depending on when issued			T		
depending of the transfer					
Project Manager:			Date		
•		Signature	Force		
Operations Coordinator:		Cimphyo	Date		
		Signature			
Training Coordinator:		Signature	Date		
NA AMERICAN AND AND AND AND AND AND AND AND AND A	mart.	Signature			
Leadership Development Mana		Signature	Date		

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			upervisor
Name of Person Evaluated:	Alberto Perez		
- v Luidinhada		Date Review Completed:	
Date Review Initiated:			
	PERFOR	MANCE CRITERIA 5 - Training	
Rate performance in this Criteria	as follows:		
14 Imentisfactory			
I	i I ozracetati	ons	
2 Marginal – needs improvement 3 Meets minimum requirements 4 Meets and slightly exceeds re	and expectati suiraments an	ons ad expectations	
4 Meets and slightly exceeds red 5 Meets and exceeds requiremen			
5 Meets and exceeds requirement			
Tandur		OBJECTIVES (1) Review training records for satisfactory or	above completion
SCOPE The scope of this criteria is to evalu	rate the		
satisfactory completion of training	and	of training. (2) Review training records for de-certificatio	ns and/or remedial
qualifications.		training.	
	Note C	ompletion of Criteria and Comments that Support Score	Score
REQUIREMENTS		(reference the specific issue)	
5.1 Review training records for			
completion of training - is it			4
consistently at a high level of	or j		
consistently at near minimum	m Į		
passing.			
5.2 Review training records for			
5.2 Review training records to satisfactory completion of the	he		
following:			
- New Hire Supervisor	Į.		
- Leadership Development			4
Program - Voluntary Harvard online			
courses			
- Other supervisory training			
programs			
- Training and Qualification requirements			
5.3 Review records for de-	,		
certification and/or remedi	ille		4
training – note problem sk areas and any consistent			
trend of failure.	ļ		
genta or ransas			
Project Manager:		Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development M	anager:		Date
resdetauth neverohment we		Signature	page 5 of

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	. District	Job Position:	Supervisor		
ame of Person Evaluated	d: Richard Pined	a			
late Review Initiated:		Date Review Completed:			
	TO NOT ONLY	ERIA 1 – Performance Evaluation Process			
	PERFORMANCE CKI	ERIA 1-1 GIOIMANOS C.			
tate performance in this	Criteria as follows.				
Unsatisfactory					
Marginal – needs impro	works and evocatation	ons	1		
Meets minimum require Meets and slightly exce	and fourtherners are	U EXPERIMENTAL			
Meets and slightly exce Meets and exceeds req	uirements and expec	fations			
) Micers and execution					
SCOPE		<u>OBJECTIVES</u> (1) Review the individual supervisor's perfo	rmance evaluation.		
The scope of this criteria is	to evaluate		i i		
Performance Reviews.		(2) Review the quality of the performance r	eviews the supervisor		
CHOTHUM		provides for the personnel they supervise.	l l		
		highiges for the barestines.			
		ompletion of Criteria and Comments that Support Score	Score		
REQUIREMENTS	Note Co	(reference the specific issue)	000.0		
		(ipidialise in)	Ì		
1.1 Review supervisor	h lossol				
performance for hig adequate level, and l	our fevel		4.		
adequate level, and in performance. Note is	บพ เองอเ อเมลร ณ์				
low level performant	e in				
particular.					
1.2 Review supervisor f	eedback to				
subordinates – posi	tive,				
negative, objective,	balanced,		4		
etc.					
1.3 Review supervisor	rating of				
subordinates - rati	ng of team		4		
balanced, not skew	red,				
provides specific fe	leaback				
		1			
1.4 Review performance	e		1		
1.4 Review performant observations – loo	k at both		Į		
positive and negati	ve		4		
performance					
parta					
Project Manager:		Signature	Date		
•		Signatore			
Operations Coordinat	or:	Signature	Date		
		4/ <u>3</u> /			
Training Coordinator:		Signature	Date		
•	Monacor				
Leadership Developn	terit mariayer	Signature	Date		
•			page 1 of		

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		Job Position:	Supervisor
ame of Person Evaluated:	tichard Pineda		
ate Review Initiated:		Date Review Completed:	
		Daylamont of Personnel	
PERFO	RMANCE CRITER	RIA 2 - Development of Personnel	
ate performance in this Criteria a	s follows:		
Unsatisfactory			
Marginal – needs improvement Meets minimum requirements al	nd expectations		
		ectations	
Meets and slightly exceeds requirement	s and expectation	5	
		AB-JECTIVES	
COPE	6 6 la c	(1) Review appropriate training records.	
he scope of this criteria is to evalua	te tne	• •	urac develonment
ocumented activities performed by upervisors to provide development	to their	(2) Review other documentation that capt	Ties de telebrien-
ubordinates.		activity performed by supervisors.	
	Note Completi	on of Criteria and Comments that Support Score	Score
REQUIREMENTS	(toto complete	(reference the specific issue)	
2.1 Supervisor completed all			
assigned training or		•	4
davelonment tasks for			·
development of subordinates.			
2.2 Supervisor developed or			
presented training or			3
development to address			
individual or team issues			
2.3 Supervisor provided coaching	3		
or counseling to improve			3
performance.			
Personal			Shaha
Project Manager:	p	Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
	- CAP*	digitation	
Leadership Development Mana	ayeı	Signature	Date

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	Richard Pineda	Job Position	: Sup	ervisor
Name of Person Evaluated:	Tdoridia i mode	Date Review Completed:		
Date Review Initiated:		Date Review Complexed.		
	DEPEORMANCE CRI	TERIA 3 – Team Performance		
Rate performance in this Criteri	a as follows:			
1 Unsatisfactory 2 Marginal – needs improvemer 3 Meets minimum requirements 4 Meets and slightly exceeds re 5 Meets and exceeds requireme	nt and expectations aguirements and exp	ectations s		
SCOPE The scope of this criteria is to eval overall performance of the team of subordinates.	uate the	OBJECTIVES (1) Review performance records of supervisor lead. (2) Identify team performance frem		B
	Note Completi	on of Criteria and Comments that Support S	core	Score
REQUIREMENTS	MOSE COMPLETE	(reference the specific issue)		
3.1 Review team personnel records for positive or above expectations performance.	е	-		3
3.2 Review team personnel records for disciplinary iss or trend.	ties			4
3.3 Evaluate overall team performance.				4
Project Manager:	p-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1	Signature		Date
Operations Coordinator:		Signature		Date
Training Coordinator:	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Signature		Date
Leadership Development Ma	inager:	Signature		Date

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	shard Pineda Job Position:	Supervisor
Name of Person Evaluated: Ric	State i mode	•
Date Review Initiated:	Date Review Completed:	
	TERIA 4—Assessment Results and Progress on Developme	nt
PERFORMANCE CRI	TERIA 4 - Assessment Results and 1 rogross 4	
Rate performance in this Criteria as	Michiga.	
1 Unsatisfactory 2 Marginal – needs improvement		
1	d expectations	
I are a series success redilli	EMBIES and expectations	
5 Meets and exceeds requirements	and expectations	
	OBJECTIVES	
SCOPE	the state of the s	
The scope of this criteria is to evaluate results of various assessment tools us		ont plane
identify leadership and supervisory	ed to (2) Review progress on individual developme	ant higher
knowledge and skills.		
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	terforonce the specific Issue)	
4.1 Review results of Management L	ow in coaching and developing peoiple, hlowever, in reality is	
nevelopment Questionnaire - N	well-liked by his team.	4
look for scores consistently 4		4
and below		
4.2 Review results of DDI		
Interview - look for		4
consistently low ratings		4
4.3 Review progress on Individual		
Development Plan - how		4
much has been done		1 "
depending on when issued		
Project Manager:	Signature	Date
	oggipation	
Operations Coordinator:	Signature	Date
Training Coordinator:		Date
	Signature	Date
Leadership Development Manag	er:	Date
•	Signature	

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	: Richard Pined	Job Position:	Supervisor
Name of Person Evaluated	Richard Filled		
Date Review Initiated:		Date Review Completed:	
DSIG Kealem uttrigree:			
	PERFORM	MANCE CRITERIA 5 - Training	
Rate performance in this	Criteria as follows:		
1 Unsatisfactory			
ordenia - needs impro	vement	Nach	
3 Meets minimum require	ments and expectation	onectations	
3 Meets minimum require 4 Meets and slightly exce 5 Meets and exceeds req	eds requirements an	defions	
5 Meets and exceeds req	Oli ellie illo alla dip		
200	\$ 0 parts	OBJECTIVES	
SCOPE The scope of this criteria is	to evaluate the	(1) Review training records for satisfactory	Ot SDOAG COMPletion
satisfactory completion of t	raining and	of training. (2) Review training records for de-certificati	ons and/or remedial
qualifications.			0110 01101
		training.	
	V		
	N. (4-	mpletion of Criteria and Comments that Support Score	Score
REQUIREMENTS	Mote Ci	(reference the specific issue)	000,0
1	de for		
5.1 Review training reconcerning reconcerning training	a – is it		
consistently at a high	level or		4
consistently at near	minimum		
passing.			
5.2 Review training reco	rds for		
satisfactory complet	ion of the		
following: . New Hire Supervisor			ł
- Leadership Developm	ient .		
Program			4
- Voluntary Harvard on	line		
courses			
 Other supervisory tra 	ining		
programs			
- Training and Qualific requirements	agon		
	de-		
5.3 Review records for certification and/or	remedial		
training - note prot	olem skills		. 4
areas and any cons	istent		
trend of failure.			
Project Manager:	مستعدية والمستعدية	Signature	Date
المستافية ومراسي	ar.		
Operations Coordinate	Ji	Signature	Date
Turing Coordinator			
Training Coordinator:		Signature	Date
Leadership Developm	ent Manager:		Date
reader out a provole	-	Signature	page 5 of
			F-9-4

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No. of Assessment of the Control of	an Pruitt Job Position:	Supervisor
Name of Person Evaluated: Gre	9.14.4	•
Date Review Initiated:	Date Review Completed:	
	ANCE CRITERIA 1 – Performance Evaluation Process	
PERFORMA	NCE CRITERIA 1-1 effetimento	
Rate performance in this Criteria as	tollows:	į.
4 Uncatisfactory		
2 Marginal – needs improvement	l ovnertations	
3 Meets minimum requirements and 4 Meets and slightly exceeds requirements	oments and expectations	
4 Meets and slightly exceeds requirements	and expectations	
5 Meets and exceeds requirement		
	OBJECTIVES	rmance evaluation.
SCOPE The scope of this criteria is to evaluate	OBJECTIVES (1) Review the Individual supervisor's perfo	THE THE THE THE THE THE THE THE THE THE
Performance Reviews.	(2) Review the quality of the performance re	views the supervisor
Penonnance Reviewer	(2) Review me quality of the performance of provides for the personnel they supervise.	
	provides for the personner and out-	
	Comments that Sumport Score	Score
TO LUCIE PER PARTIC	Note Completion of Criteria and Comments that Support Score (reference the specific issue)	acore
REQUIREMENTS	(reference the specino 15240)	
1.1 Review supervisor		
performance for high level,		4
adequate level, and low level		
performance. Note issues of		i i
low level performance in		
particular.		
1.2 Review supervisor feedback to		
subordinates - positive,		4
negative, objective, balanced,		
efc.	•	
1.3 Review supervisor rating of		
1.3 Review supervisor rating of subordinates – rating of team		
balanced, not skewed,		4-
provides specific feedback		
provides speame to the		
		_
1.4 Review performance		
1.4 Review performance observations – look at both		
positive and negative		4
performance		
potrontinane		
Project Manager:	Signature	Date
	Sidisargia	
Operations Coordinator:	Signature	Date
	aighacure	
Training Coordinator:	Signature	Date
	_	
Leadership Development Mana	ger: Signature	Date
	children.	page 1 of

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AND DESCRIPTION.			Job Position:	Supervisor
lame (of Person Evaluated: <u>G</u>	reg Pruitt		
	•		Date Review Completed:	
late R	eview Initiated:			
	PERFO	RMANCE CRIT	ERIA 2 - Development of Personnel	
lata n	erformance in this Criteria a	s follows:		
1 Inc	aticfactory			
	Memorarde improvement	d -unankations		
Mee	ts minimum requirements at			
Mee	ts and slightly exceeds requirement	s and expectati	ons	
) Mee	15 dilu expedito			_
SCOP			OBJECTIVES (1) Review appropriate training records.	
The co	cope of this criteria is to evalual	te the		davalanment
_	nented activities performed by visors to provide development		(2) Review other documentation that capt	Mez deacrobutour
super	visors to provide development. dinates.		activity performed by supervisors.	
SUDO	WI IACO			
		Note Comp	etion of Criteria and Comments that Support Score	Score
	REQUIREMENTS	MODE COUCH	(reference the specific issue)	
2.1	Supervisor completed all			
2.1	assigned training or			4
	dayalonment tasks for			
1	development of subordinates.			
2.2	Supervisor developed or			
	presented training or			4
	development to address individual or team issues		· ·	
	IMOIAIMON OF COMM.			
1				
2.3	Supervisor provided coachin	g		
	or counseling to improve performance.			4
ŧ	perrormanoo.			
		\		
573 1 →	oject Manager:			Date
		-	Signature	
O	perations Coordinator:		Signature	Date
				Date
	aining Coordinator:	· ,	Signature	Date
6 /	eadership Development Man	ager:	Pinnofilm	Date
I.,	SCORPINIO		Signature	•

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Carrier St.	Job Position: St	pervisor
Name of Person Evaluated: Gre	griuit	
Date Review Initiated:	Date Review Completed:	
	FORMANCE CRITERIA 3 – Team Performance	
PERI	FORMANUE CRITCHIA S	
Rate performance in this Criteria as	ionows.	
1 Unsatisfactory 2 Marginal – needs improvement		
	expectations	
I II II AND AVACAGE FROUIT	enenis and exposure	
4 Meets and slightly exceeds requirements	and expectations	
SCOPE	(1) Review performance records of the group (of people that the
The scope of this criteria is to evaluate overall performance of the team of		R.
overall performance of the team of subordinates.	supervisor lead. (2) Identify team performance trends both pos	EUVO MIM TATOLITA I
2000 anaco.		
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
3.1 Review team personnel records for positive or above		3
expectations performance.		3
`		
3.2 Review team personnel		
3.2 Review team personner records for disciplinary issues		3
or trend.		ې
		Control of the State of the Sta
3.3 Evaluate overall team		
3.3 Evaluate overall team performance.		
μθετοιγικατίσοι		3
N		
the standard and and and and and and and and and an		Date
Project Manager:	Signature	Date
Operations Coordinator:		Date
	Signature	
Training Coordinator:	Signature	Date
	-	and the same of th
Leadership Development Manag	er: Signature	Date

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	Job Position: St	upervisor		
Name of Person Evaluated: G	reg Franc			
Date Review Initiated:	Date Review Completed:			
Date Review Introduce.				
PERFORMANCE CF	RITERIA 4 – Assessment Results and Progress on Developmen	-		
Rate performance in this Criteria a	s follows:			
11 Unsatisfactory				
2 Marginal - needs improvement	ad avnactations			
3 Meets minimum requirements an 4 Meets and slightly exceeds requ	REMERIES AND CAPOCIONAL			
4 Meets and singing exceeds requirements 5 Meets and exceeds requirements	s and expectations			
J Miceto and				
SCOPE	oBJECTIVES (1) Review assessment results			
reason of this criteria is to evaluat				
results of various assessment tools u	sed to (2) Review progress on individual developmen	nt plans		
identify leadership and supervisory knowledge and skills.				
KIEDWIEGGC EING CHAILE				
	Note Completion of Criteria and Comments that Support Score	Score		
REQUIREMENTS	Note Completion of Chieffs and Commissions (reference the specific issue)			
5.77				
4.1 Review results of Management Development Questionnaire –				
look for scores consistently 4	,	4		
and below				
4.2 Review results of DDI				
4.2 Review results of DDI Interview - look for				
consistently low ratings		3		
		ļ		
4.3 Review progress on Individua				
4.3 Review progress on multidua Development Plan – how				
much has been done		3		
depending on when issued				
		100000000000000000000000000000000000000		
Project Manager:		Date		
	Signature			
Operations Coordinator:	Signature	Date		
- 156-m	3			
Training Coordinator:	Signature	Date		
Leadership Development Mana	ger:	Date		
readersup production	Signature			

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m	Greg Pruitt	Job Position:	Supervisor
ame of Person Evaluated:	Grey France		
ate Review Initiated:		Date Review Completed:	
	DEDECIMA	NCE CRITERIA 5-Training	
tate performance in this Criter	ia as follows:	WAS CITY OF	
Unsatisfactory Marginal — needs improveme Meets minimum requirements Meets and slightly exceeds no Meets and exceeds requirem	nt s and expectations andrements and e	21/000201010	
; IFICOLO CITA		The state of the s	
SCOPE The scope of this criteria is to eva satisfactory completion of training qualifications.	Juate the g and	OBJECTIVES (1) Review training records for satisfactory of training. (2) Review training records for de-certification training.	1
		the Support Score	
REQUIREMENTS	Note Com	pletion of Criteria and Comments that Support Score (reference the specific issue)	Score
5.1 Review training records for completion of training – is consistently at a high level consistently at near minima passing.	t or	(reterctise and provide a control of the control of	4
5.2 Review training records for satisfactory completion of following: - New Hire Supervisor - Leadership Development Program - Voluntary Harvard online courses - Other supervisory training programs - Training and Qualification	r the		4
requirements 5.3 Review records for decertification and/or remeditation training – note problem sareas and any consistent frend of failure.	kills		4
Project Manager:	,	Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development M	anager:	Signature	Date page 5 of



		Job Position:	Supervisor	
Name of Person Evaluated:	Roddy Venning			
Date Review Completed:				
Date Review Initiated:				
PERFOR	RMANCE CRITER	IA 1 — Performance Evaluation Process		
Rate performance in this Criteria	as follows:			
1 Unsatisfactory				
la a sa la la la la la la la la la la la la la	i.			
		s vnacfations		
3 Meets minimum requirements 4 Meets and slightly exceeds red 5 Meets and exceeds requirement				
5 Meets and exceeds requirement	IIIO MIM OTO			
		OBJECTIVES:	armana avaluation.	
SCOPE The scope of this criteria is to evalu	ıate	(1) Review the individual supervisor's perf	Offication Consideration	
Performance Reviews.		(2) Review the quality of the performance	reviews the supervisor	
Performance Maria		provides for the personnel they supervise.		
		brodides for the bardanian		
	Note Com	letion of Criteria and Comments that Support Score	Score	
REQUIREMENTS	More court	(reference the specific issue)		
1.1 Review supervisor performance for high level,				
adequate level, and low level	1		4	
nerformance. Note issues of				
low level performance in				
narficular.				
1.2 Review supervisor feedback	(to			
subordinates - positive,	d		4	
negative, objective, balance	ce,			
etc.			1	
1.3 Review supervisor rating of				
subordinates - rating of ter	am	•	4	
halanced, not skewed,			, , , , , , , , , , , , , , , , , , ,	
provides specific feedback				
1.4 Review performance				
1.4 Review performance observations - look at both	1			
positive and negative			4	
performance	Ì			
Project Manager:		Signature	Date	
a the share		_		
Operations Coordinator:		Signature	Date	
m			Date	
Training Coordinator:		Signature	Data	
Leadership Development Ma	anager:		Date	
reand sub possisting	-	Signature	page 1 of	

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463390	Job Position: St	pervisor
Name of Person Evaluated: R	oddy verining	
- Likinind	Date Review Completed:	
Date Review Initiated:	of Parcannal	
PERFO	RMANCE CRITERIA 2 - Development of Personnel	
Rate performance in this Criteria a	s follows:	
4 Unceficfactory	•	
Marginal – needs împrovement Meets minimum requirements ar	d expectations	
4 Meets and slightly exceeds requirements	s and expectations	
	AD-IECTIVES	
SCOPE	the previous appropriate training records.	
The scope of this criteria is to evaluate	e uic	development
documented activities performed by supervisors to provide development to	o their (2) Review other documentation that captures activity performed by supervisors.	
subordinates.	activity performed by supervisors.	
300014		
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
2.1 Supervisor completed all		
assigned training or		4
dovolopment tasks for		
development of subordinates.		
2.2 Supervisor developed or	•	
nresented training or		4
development to address individual or team issues		
individual of team issues		
2.3 Supervisor provided coaching		
or counseling to improve		3
performance.		
Project Manager:	Signature	Date
Operations Coordinator:		Date
Obelations consumers.	Signature	
Training Coordinator:	Signature	Date
	-	
Leadership Development Mana	ager: Signature	Date

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_	1.1. 3.1	Job Position:	Supervisor
Name of Person Evaluated: R	oddy Venning		
Date Review Initiated:		Date Review Completed:	
		D. Samanna	
PE	RFORMANCE CRI	TERIA 3 – Team Performance	
Rate performance in this Criteria a	s follows:		
4 Uncaticfactory		•	
2 Marginal – needs improvement 3 Meets minimum requirements ar	nd expectations		
		ectations	
4 Meets and sligmly exceeds requirement	s and expectation	3	
SCOPE	,	OBJECTIVES (1) Review performance records of the gro	up of people that the
The score of this criteria is to evaluat	e me		
overall performance of the team of		supervisor lead. (2) Identify team performance trends both	bostilas sun neganas:
subordinates.		·	
		on of Criteria and Comments that Support Score	Score
REQUIREMENTS	Note Completi	(reference the specific issue)	
		The state of the s	
3.1 Review team personnel records for positive or above			
expectations performance.			3
CAPOCITIES			
3.2 Review team personnel records for disciplinary issues	,		
or trend.			3
Of Morion	1		
·			
3.3 Evaluate overall team			
performance.	i		3
	<u>J </u>		
			Date
Project Manager:		Signature	Date
Operations Coordinator:			Date
Operations operations		Signature .	
Training Coordinator:		Signature	Date
	MT	Oignater •	
Leadership Development Mana	iger:	Signature	Date

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·	i i i i i i i i i i i i i i i i i i i	Job Position:	Sube	ELVISOI
Name of Person Evaluated: R	oddy Venning		_	
Date Review Initiated:		Date Review Completed:		
Date Review Initiates:		Dronrace on Day	elopment	
PERFORMANCE CE	RITERIA 4 – Assessi	ment Results and Progress on Dev		
Rate performance in this Criteria a	s follows:			
It timesticfactory				
2 Marginal – needs improvement	d evnectations			į
Marginal – needs interest and 3 Meets minimum requirements at 4 Meets and slightly exceeds requirements.		tations		
4 Meets and slightly exceeds requirement 5 Meets and exceeds requirement	s and expectations			- N
5 Weets and exceeds 1044				
SCOPE		OBJECTIVES		
L	e the	(1) Review assessment results		
Procults of various assessment tools u	sed to .	(2) Review progress on individual de	evelopment [plans
identify leadership and supervisory		(S) Heaten brage		
knowledge and skills.				
	Note Completion	of Criteria and Comments that Support Sco	re	Score
REQUIREMENTS				
A Daylow rocults of Management	Overly analytical - ta	(reference the specific issue) akes time to process information which aking, However, he has excellent its	tening	
4.1 Review results of Management Development Questionnaire -	down his decision m	naking. However, he has excellent lis	(ormig	4
look for scores consistently 4	skills.			4
and below				
V SDDI			1	
4.2 Review results of DDI Interview – look for				
consistently low ratings			1	4
Edital Control				ĵ
4.3 Review progress on Individua	al			
Development Plan - how	}		ł	4
much has been done depending on when issued				
depending of tarion losses				
				100
Project Manager:		Signature		Date
		Signature		
Operations Coordinator:		Signature		Date
-				Pa - C-
Training Coordinator:		Signature		Date
Leadership Development Manager:				Date
Feagetsuib neveluhment want	-d	Signature	1	5410

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			_	
lame of Person Evaluated:	Roddy Venning	Job Positio	n:Su	pervisor
	•	Date Review Completed		
ate Review Initiated:	1			
	PERFORMANC	E CRITERIA 5 – Training		
Rate performance in this Criteria	as follows:			
Uneatisfactory				
2 Marginal — needs improvement 3 Meets minimum requirements				
Tell appropriate in the second		ectations		
Meets and slightly exceeds rec Meets and exceeds requirement	nts and expectation	S		
				-kaya completion
SCOPE The scope of this criteria is to evalu	ate the	OBJECTIVES (1) Review training records for sa		
satisfactory completion of training	and	of training. (2) Review training records for d	e-certification	s and/or remedial
qualifications.		training.		
		the Current	Score	Saura
DECHIDENERITS	Note Complet	on of Criteria and Comments that Support (reference the specific issue)		Score
REQUIREMENTS		(reference the specific total)		
5.1 Review training records for completion of training – is it				
completion of training - 13 to consistently at a high level o	r	•		4
consistently at near minimum	n			
passing.				
5.2 Review training records for				
5.2 Review training records for satisfactory completion of the	ne l			
following:				
- New Hire Supervisor				
 Leadership Development Program 				4
. Voluntary Harvard online				
courses				
- Other supervisory training				
programs - Training and Qualification		-		
requirements				1
5.3 Review records for de-				
certification and/or remedi	31			4
training – note problem ski areas and any consistent	115			
trend of failure.		•		
Gioria V. Tana				
				Habo
Project Manager:		Signature		Date
Operations Coordinator:		Signature		Date
Training Coordinator:		Signature		Date
Leadership Development Ma	ınager:	Signature		Date page 5 c

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REGULATED SECURITY SOLUTIONS Supervisor Effectiveness Program

	mas Frazier Job Position:	Supervisor (Lt.)
Name of Person Evaluated: Tho	illas i tazioi	
Date Review Initiated:	Date Review Completed:	
	NCE CRITERIA 1 - Performance Evaluation Process	
PERFORMA	ollows:	
Rate performance in this Criteria as i	Ollows.	
1 Unsatisfactory 2 Marginal – needs improvement	•	
l	expectations	
I TALL ACCORD COCHING	ELICITIE WITH CAPPERCACION	
4 Meets and slightly exceeds requirements a 5 Meets and exceeds requirements a	ilin exherencions	
	OBJECTIVES	formance evaluation.
SCOPE The scope of this criteria is to evaluate	OBJECHWES (1) Review the individual supervisor's per	n a
Performance Reviews.	(2) Review the quality of the performance	reviews the supervisor
	provides for the personnel they supervise	-
A TOTAL OF THE PROPERTY OF THE		
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
1.1 Review supervisor		
performance for high level,	•	1
adequate level, and low level performance. Note issues of		
low level performance in		
particular.		
12 Review supervisor feedback to	· 	
subordinates - positive,		1
negative, objective, balanced,		
etc.		
1.3 Review supervisor rating of		
subordinates - rating of team		1
balanced, not skewed,		
provides specific feedback		
1.4 Review performance		
observations look at both		1
positive and negative	·	•
performance		
Project Manager:		Date
•	Signature	
Operations Coordinator:	Signature	Date
States Coordinator		Date
Training Coordinator:	Signature	Date
Leadership Development Manag	er: Signature	Date
	Othing	page 1 of

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		Lab Desition:	Supervisor (Lt.)
ame of Person Evaluated:	Thomas Frazier		
		Date Review Completed:	
ate Review Initiated:		· · · · · · · · · · · · · · · · · · ·	
	ERFORMANCE CRITE	RIA 2 - Development of Personnel	
ate performance in this Crit	eria as follows:		
Unceficfactory			
· · · add improver	nent		
		actations	
		1S	
Meets and slighly exceeds Meets and exceeds require	ments and expediate		
		OBJECTIVES .	•
SCOPE The scope of this criteria is to a	valuate the	(1) Review appropriate training records	ja
	ed by	(2) Review other documentation that c	aptures development
supervisors to provide develop	ment to their	activity performed by supervisors.	•
subordinates.		activity bettormed by the	
	Note Comple	tion of Criteria and Comments that Support Score	Score
REQUIREMENTS	11000 0000	(reference the specific issue)	
2.1 Supervisor completed at	1		
assigned training or			1
development tasks for			•
development of subordi	nates.		
2.2 Supervisor developed o	r		
nrecented training or			1
development to address	;		'
individual or team issue	es	•	
2.3 Supervisor provided co	aching		
2.3 Supervisor provided co or counseling to impro	ve		1
performance.			\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
	İ		
Project Manager:			Date
		Signature	
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development	Manager:		Date
regretamb reactabilities		Signature	= +3-

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A STATE OF THE STA		Job Position:	Supervisor (Lt.)
me of Person Evaluated:	Thomas Frazier		
		Date Review Completed:	
te Review Initiated:			
P	ERFORMANCE CR	ITERIA 3 – Team Performance	
ate performance in this Criteria	as follows:		
Uncaticfactory			
	: d avpaciations		
Marginal — needs inflorements Meets minimum requirements Meets and slightly exceeds rec	uirements and exp	ectations	
Meets and slightly exceeds rec Meets and exceeds requiremen	nts and expectation	is .	
Meets and exceeds roquit			
COPE		-OBJECTIVES (1) Review performance records of the gro	oup of people that the
be scope of this criteria is to evalu	iate the		
verall performance of the team of		supervisor lead. (2) Identify team performance trends both	positive and negative
subordinates.		(a) ranion	
			_ :
	Note Complet	Ion of Criteria and Comments that Support Score	Score
REQUIREMENTS		(reference the specific issue)	
3.1 Review team personnel			
records for positive or above			2
expectations performance.			
3.2 Review team personnel			
records for disciplinary issu	es		1
or trend.			\
3.3 Evaluate overall team			
performance.			2
,			
Project Manager:		Signaturé	Date
			F3 ž -
Operations Coordinator:		Signature	Date
To and motor			Date
Training Coordinator:		Signature	5-224
Leadership Development Ma	nager:	Signature	Date
mandar P		aigratur G	

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		Job Position:_	Supen	VISOF (Lt.)	
Name of Person Evaluated: T	homas Frazier				
	Date Review Completed:				
Date Review Initiated:					
	CRITERIA 4 – Assessment Results and Progress on Development				
PERFORMANCE CI	RITERIA 4 – Assessi	nem Results and Tog.			
Rate performance in this Criteria a	s follows:				
4 Uncaticfactory					
in a series in the content of the co				i i	
	nd expectations			1	
		tations			
4 Meets and slightly exceeds requirement 5 Meets and exceeds requirement	s and expectations				
9 Meets and over				4,	
	-	<u>OBJECTIVES</u>			
SCOPE The scope of this criteria is to evaluate	te the	(1) Review assessment results		ı	
results of various assessment tools u	ised to	+ II delved do	volonment	olans	
identify leadership and supervisory		(2) Review progress on individual de	ACIONITOTIC	p.c	
knowledge and skills.					
Kuomisada siig ariina.					
	Note Completion	of Criteria and Comments that Support Sco	re	Score	
REQUIREMENTS	,	(reference the specific issue)			
4.1 Review results of Management			1		
A.1. Review results of Management Development Questionnaire -					
look for scores consistently 4			1	2	
look for scores consistently			1	1	
and below			}		
45 DDI		***************************************			
4.2 Review results of DDI					
Interview - look for			1	2	
consistently low ratings			1	l l	
			į.		
					
5. 13. d. 5. p.	I sok of alignment		1		
4.3 Review progress on Individua	Lack of angilitions		1		
Development Plan - how			į	2	
much has been done	ŧ				
depending on when issued			1		
Dectar and a second sec			·		
Project Manager:		Signature		Date	
-					
Operations Coordinator:		Signature		Date	
·		Ol Stronger, a.			
Training Coordinator:		Signature		Date	
		3ignature			
Leadership Development Mana	ager:	Cimphine		Date	
Des Colonia de la Colonia de l	_	Signature			

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· ·		Job Position:	Supervisor (Lt.)	
Name of Person Evaluated:	Thomas Frazier		·	
Date Review Initiated:	Date Review Completed:			
Date Kealess unrecor.		The Property of		
	PERFORMANCE CRIT	ERIA 5—Iraining		
Rate performance in this Criteria	as follows:			
4 Unsatisfactory				
2 Marginal – needs improvement				
2 Marginal — Heeds Improvements a 3 Meets minimum requirements a 4 Meets and slightly exceeds req		ns		
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirement	ts and expectations			
O INCOME.		ECTIVES		
SCOPE		EE <u>NVE3</u> Review training records for satisfac	ctory or above completion	
The scope of this criteria is to evalue	410 III I	* . T	1	
satisfactory completion of training a	(2)	raining. Review training records for de-cert	ifications and/or remedial	
qualifications.	, train	ning.		
		teria and Comments that Support Score	Score	
REQUIREMENTS	Note Completion of Un	ence the specific issue)	00010	
	(Terere	mod into operation		
5.1 Review training records for completion of training – is it	,			
completion of training to the	,		2	
consistently at near minimum	1			
passing.				
5.2 Review training records for	a			
satisfactory completion of the following:	*			
- New Hire Supervisor				
 Leadership Development 		•	1	
Program	,			
Voluntary Harvard online courses				
- Other supervisory training				
programs			,	
- Training and Qualification				
requirements				
5.3 Review records for de-				
certification and/or remedia training - note problem skil	s		2	
areas and any consistent				
trend of failure.				
Land Control of the C				
Project Manager:		Signature	Date	
Operations Coordinator:			Date	
Operations Coolemans.		Signature	2414	
Training Coordinator:		Clamphing	Date	
		Signature		
Leadership Development Ma	rager:	Signature	Date	
		**************************************	page 5 of	

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	Job Position:	Supervisor		
lame of Person Evaluated:	Lee Evans			
ate Review Initiated:	Date Review Completed:			
ate Review Illinaiem.	F. Justice Process			
PERFOR	MANCE CRITERIA 1 — Performance Evaluation Process			
Rate performance in this Criteria	as follows:			
i Incaticfactory				
ar ande improvement	Lawrentotions			
Meets minimum requirements of Meets and slightly exceeds req Meets and exceeds requiremen				
Meets and exceeds requirement				
	OBJECTIVES (1) Review the individual supervisor's per	formance evaluation.		
5COPE The scope of this criteria is to evalu	acc -	2		
Performance Reviews.	(2) Review the quality of the performance	reviews the supervisor		
-enomination reason	provides for the personnel they supervise			
	blodiges for mic because 2			
	Note Completion of Criteria and Comments that Support Score	Score		
REQUIREMENTS	(reference the specific issue)			
1.1 Review supervisor performance for high level,				
adequate level, and low level		4		
nerformance. Note issues of				
low level performance in				
particular.				
1.2 Review supervisor feedback	to	1		
subordinates - positive,	1	4.		
negative, objective, balanced	u,	1		
etc.				
1.3 Review supervisor rating of				
subordinates - rating of tea	am	4		
halanced, not skewed,				
provides specific feedback				
1.4 Review performance observations - look at both		<u> </u>		
positive and negative		4		
performance		1		
horson				
Project Manager:	Signature	Date		
•				
Operations Coordinator:	Signature	Date		
	_	Data		
Training Coordinator:	Signature	Date		
Leadership Development Ma	nader:	. Date		
Fesdersuih neverohment mo	Signature	page 1 of 5		
	·	h0-		

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		Job Position:	Supervisor
Name of Person Evaluated: Le	ee Evans	Date Review Completed:	
Date Review Initiated:			
	STANCE COITER	A 2 – Development of Personnel	
PERFO	RMANCE CRITER		
Rate performance in this Criteria a	s tollows.		
La Manager Court			
	-d avacetations		
2 Marginal – needs improvements 3 Meets minimum requirements ar 4 Meets and slightly exceeds requ	imments and expe	ectations	
4 Meets and slightly exceeds requirement			
5 Meets and exceeds requirement	3 (1114		
		OBJECTIVES	
SCOPE	a the	(1) Review appropriate training records.	
The scope of this criteria is to evaluate	G IIIO	(2) Review other documentation that cap	tures development
documented activities performed by supervisors to provide development	to their	(2) Review offier documentation data	
supervisors to provide development		activity performed by supervisors.	
subordinates.	- Y0-2		
		The short Support Score	Score
	Note Completion	on of Criteria and Comments that Support Score	30010
REQUIREMENTS		(reference the specific Issue)	
2.1 Supervisor completed all			1
10 Painist berniese			4
dovelopment tasks for			
development of subordinates.			
Ì			
	-		,
2.2 Supervisor developed or			A
presented training or development to address			4
individual or team issues	\		
Individual of towns 12		•	
2.3 Supervisor provided coachin	g		
2.3 Supervisor provided code, improve			4
performance.			
La contraction of the second			Date
Project Manager:		Signature	Date
			Date
Operations Coordinator:		Signature	546
Training Coordinator:		Signature	Date
			Poto
Leadership Development Man	ager:	Signature	Date

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	Job Position:	Supervisor
ame of Person Evaluated: Lee	Evalls	
ate Review Initiated:	Date Review Completed:	
	FORMANCE CRITERIA 3 – Team Performance	
PLKI	follows:	
ate performance in this Criteria as		
Unsatisfactory Marginal – needs improvement		
	expectations	;
Meets and exceeds requirements	and expectations	
	OBJECTIVES	of popula (bat the
COPE he scope of this criteria is to evaluate	OBJECTIVES (1) Review performance records of the gro	With Ot beoble river me
verall performance of the team of	supervisor lead. (2) Identify team performance trends both	positive and negative.
subordinates.	(2) Identity team performance dense 2	•
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
3.1 Review team personnel		
records for positive or above		4
expectations performance.		
3.2 Review team personnel		
records for disciplinary issues		4
or trend.		
	,	
3.3 Evaluate overall team	•	
performance.		4
	•	
B. J. M. Bilanaccat		Date
Project Manager:	Signature	Date
Operations Coordinator:	Signature	Date
•	. Signature	V
Training Coordinator:	Signature	Date
Leadership Development Manag	er:	Date
respetable nevelopment mands	Signature	nana

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		pervisor
ame of Person Evaluated:	Lee Evans	
	Date Review Completed:	
ite Review Initiated:		
PEREORMANCE	CRITERIA 4 - Assessment Results and Progress on Development	
ite performance in this Criteria	as follows:	
11-000000000000000000000000000000000000		
	<u>.</u>	
Marginal – needs improvents Meets minimum requirements	and expectations	
Meets minimum requirements Meets and slightly exceeds re	quirements and expectations	
Meets and slightly exceeds re Meets and exceeds requireme	nts and expectations	
	ORJECTIVES	
COPE	The same accessment results	
	narc are	of nlans
he scope of unis criteria to esults of various assessment tool	s used to (2) Review progress on individual developmen	in brance
ientify leadership and supervisor		
nowledge and skills.		
	22 month that Sunnort Score	Score
	Note Completion of Criteria and Comments that Support Score	20016
REQUIREMENTS	(reference the specific issue) ent Highest score is oral communications. Lowest score is risk taking ent Highest score is oral communications. Lowest score is risk taking (a) All other score cluster in average range.	
1.1 Review results of Managem	ent Highest score is oral continuitications. - (3). All other score cluster in average range.	
Dovolopment Uliesuoillane	(5), All Outor Cours	4
look for scores consistently	14	
and below		
4.2 Review results of DDI		
4.2 Review results of DDI Interview - look for		4
consistently low ratings		1
Considerating]
4.3 Review progress on Indivi	αuai	
Development Plan - now		4
much has been done	d	1
depending on when issue		
Project Manager:	Signature	Date
	2 Glistone	
Operations Coordinator:	Signature	Date
	olgime	
Training Coordinator:	Signature	Date
		. Date
Leadership Development M	anager: Signature	Date

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	300100	pervisor
Name of Person Evaluated: Le	e Evans	
Date Review Initiated:	Date Review Completed:	
	PERFORMANCE CRITERIA 5 - Training	
2 1/4 1 22	bekenving of an an an an an an an an an an an an an	
Rate performance in this Criteria as	IONOWS.	
1 Unsatisfactory		
Marginal – needs improvement Meets minimum requirements and	dexpectations	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirements	and expectations	
		noitelamos evode
SCOPE The scope of this criteria is to evaluate	OBJECTIVES (1) Review training records for satisfactory or	and to do
The scope of this chieffa is to standing and satisfactory completion of training and	of training. (2) Review training records for de-certification	is and/or remedial
qualifications.	(2) Review training to some fraining.	
4.4	Hattin-9-	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
5.1 Review training records for		i
completion of training - is it		4
consistently at a high level or consistently at a high level or		
passing.		
5.2 Review training records for		
satisfactory completion of the		
following: - New Hire Supervisor		
- Leadership Development		4
Program		
 Voluntary Harvard online courses 		
- Other supervisory training		
programs		
- Training and Qualification		
requirements 5.3 Review records for de-		
certification and/or remedial		4
training - note problem skills		
areas and any consistent		
trend of failure.		
Project Manager:	Signature	Date
Operations Coordinator:	Signature	Date
Training Coordinator:	Signature	Date
		Date
Leadership Development Man	Signature Signature	page 5 of 5

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			Supervisor (Lt.)
Name of Person Evaluated: C	ecil Mack	Job Position:	Supervisor (Lt.)
	2/9/2010	Date Review Completed: 2	/9/2010
Date Review Initiated:		- Evolution Process	
PERFORM	IANCE CRITERIA	1 - Performance Evaluation Process	
Rate performance in this Criteria a	s follows:		
4 Uncatisfactory			
	d avnoctations		
3 Meets minimum requirements at	ia expectations iroments and expe	ectations	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirement	s and expectation		
5 Meets and executor			
SCOPE	•	OBJECTIVES (1) Review the individual supervisor's	performance evaluation.
The scope of this criteria is to evaluate	e		
Performance Reviews.		(2) Review the quality of the perform	ance reviews the supervisor
		provides for the personnel they supe	vise.
		10 20 500	ro C
	Note Completi	on of Criteria and Comments that Support Scot	re Score
REQUIREMENTS		(reference the specific Issue)	
1.1 Review supervisor			
nerformance for high level,			2
adequate level, and low level			
performance. Note issues of		•	
low level performance in particular.		· .	
experdinates = positive,	1		3
negative, objective, balanced,			
etc.			1
i - u doting of			1
1.3 Review supervisor rating of subordinates – rating of team	n \	•	
balanced, not skewed,			2
provides specific feedback		•	[]
1.4 Review performance			1
observations – look at both positive and negative			2
positive and negative performance	,		
performance			
Project Manager:		Signature	Date
			Data
Operations Coordinator:		Signature	Date
Training Coordinator:			Date
		Sīgnature	
Leadership Development Mar	ager:	Signature	Date 0.55
		-	page 1 of 5

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	,	Job Position:	Supervisor (Lt.)	
Name of Person Evaluated: Co	cil Mack			
Date Review Initiated:	Da	Date Review Completed:		
	RMANCE CRITERIA 2 — Devel	opment of Personnel		
PERFO	Follows:			
Rate performance in this Criteria as	TOHOWS.			
1 Unsatisfactory			l l	
Marginal – needs improvement Meets minimum requirements an	d expectations		Į.	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirements	and expectations			
O Micoro Citro		ALC.		
SCOPE	-OBJECTIA	reso w appropriate training record	s.	
The scope of this criteria is to evaluate	i stic		¥	
the sum antid activities nemonited by	(2) Pavia	w other documentation that o	aptures development	
supervisors to provide development t	activity p	erformed by supervisors.	Ï	
subordinates.				
		10		
	Note Completion of Criteria at	nd Comments that Support Score	Score .	
REQUIREMENTS	(reference th	le specific issue)		
2.1 Supervisor completed all			1	
assigned training or			2	
development tasks for			.	
development of subordinates.				
2.2 Supervisor developed or				
presented training or			2	
development to address			1	
individual or team issues				
2.3 Supervisor provided coaching				
2.3 Supervisor provided coaching or counseling to improve				
performance.			2	
50.14.				
			Date	
Project Manager:		Signature	Date	
Operations Coordinator:			Date	
Operations coordinates		Signature		
Training Coordinator:		O:	Date	
	•	Signature		
Leadership Development Mana	ger:	Signature	Date	

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		Job Position:	Supe	rvisor (Lt.)
Name of Person Evaluated:Ce	ecil Mack			
Date Review Initiated:		Date Review Completed:		
	ECDMANCE C	RITERIA 3 - Team Performance		
Rate performance in this Criteria as	follows:			
4 Uncaticfactory				
and wind moods improvement	anoitetions.			
2 Marginal — Heeds hill 3 Meets minimum requirements an 4 Meets and slightly exceeds requi		pectations		
4 Meets and sugnity exceeds requirements 5 Meets and exceeds requirements	and expectation	ons		
O WICOGO CITY		100	-	
SCOPE	tha .	OBJECTIVES (1) Review performance records of	the group of	f people that the
The scope of this criteria is to evaluate overall performance of the team of	, are	* 1		u
subordinates.		supervisor lead. (2) Identify team performance trend	2 non hoan	iive and nogazi
3450140141				
	Note Compl	etion of Criteria and Comments that Support Sc	ore	Score
REQUIREMENTS		(reference the specific issue)		
3.1 Review team personnel				
records for positive or above expectations performance.				2
expectations performanter			}	
3.2 Review feam personnel	<u> </u>			
3.2 Review team personner records for disciplinary issues				2
or trend.			1	<i>L.</i> -
3.3 Evaluate overall team				
performance.		•		2
Project Manager:		Signature		Date
-		Olgitalan		P - F -
Operations Coordinator:		Signature		Date
Training Coordinator:		Signature		Date
Leadership Development Mana	ger:			Date
EGGGGGGGGGG	• • • • • • • • • • • • • • • • • • • •	Signature		

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Name of Person Evaluated: C	ecil Mack	Job Position:	Supervisor (Lt.)
Manie of Ferson 2 and a series		Date Review Completed:	
Date Review Initiated:			
DERFORMANCE CF	ITERIA 4 - Asses	sment Results and Progress on Devel	opment
Rate performance in this Criteria as	s follows:		
1 Unsatisfactory 2 Marginal – needs improvement 3 Meets minimum requirements an 4 Meets and slightly exceeds requi	d expectations	ectations	
4 Meets and slightly exceeds requirements	and expectation	S	
5 Weets and exceeds rodan			
SCOPE The scope of this criteria is to evaluate results of various assessment tools us	e the	<u>- OBJECTIVES</u> (1) Review assessment results	
identify leadership and supervisory knowledge and skills.		(2) Review progress on individual deve	Hopment plans
		that Support Spora	
REQUIREMENTS	Note Completion	on of Criteria and Comments that Support Score (reference the specific issue)	Score
4.1 Review results of Management Development Questionnaire — look for scores consistently 4 and below			2
4.2 Review results of DDI Interview – look for consistently low ratings			2
4.3 Review progress on Individual Development Plan – how much has been done depending on when issued			2
N.			
Project Manager:		Signature	Date
Operations Coordinator:		Signature	Date
Training Coordinator:		Signature	Date
Leadership Development Manag	jer:	Sjgnature	Date

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Telescope.	Job Position:	Supervisor (Lt.)
Name of Person Evaluated: Cer	JI IVIAUN	
Date Review Initiated:	Date Review Completed:	
	PERFORMANCE CRITERIA 5-Training	
Rate performance in this Criteria as	follows:	
Rate performance in this system 1 Unsatisfactory		
a Marginal - needs improvement	_	
	expectations	
THE PART OF COORSE PARTIES	enienie and exponenti	
4 Meets and slightly exceeds requirements 5 Meets and exceeds requirements	and exhectarione	
	OBJECTIVES	ar chove completing
SCOPE The scope of this criteria is to evaluate	the (1) Review training records for satisfactor	A Of Shore combioner.
satisfactory completion of training and	of training. (2) Review training records for de-certific	ations and/or remedial
qualifications.	(2) Review training records for as order training.	
	ganny.	
	Note Completion of Criteria and Comments that Support Score	Score
REQUIREMENTS	(reference the specific issue)	
5.1 Review training records for		
completion of training - is it		3
consistently at a high level or		
consistently at near minimum		
passing.		
5.2 Review training records for		
satisfactory completion of the		
following:		
- New Hire Supervisor - Leadership Development		
Program		3
- Voluntary Harvard online		
courses		
- Other supervisory training	•	
programs		
 Training and Qualification requirements 		
5.3 Review records for de-		
certification and/or remedial		2
training – note problem skills areas and any consistent		
trend of failure.		
Helia of Iana		
L		
Project Manager:	Signature	Date
Operations Coordinator:	Signature	Date
Training Coordinator:	Signature	Date
Leadership Development Manag	-	Date
readetamb naverobuters agrees	Signature	page 5 of

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-	Kimberly Millspaugh	Job Position:	Supervisor (Lt.)
Name of Person Evaluated:	Almberry Minispadgri	0/0/5	040
Date Review Initiated:	2/9/2010	Date Review Completed: 2/9/2	2010
		Section Process	
PERFOR	MANCE CRITERIA 1	 Performance Evaluation Process 	
Rate performance in this Criteria	as follows:		
1 Unsatisfactory			
2 Marginal – needs improvement 3 Meets minimum requirements a	ma akbellanona		
1 12 1.4L	INTERNETIES OFFICE CASSA	ctations	
4 Meets and slightly exceeds req 5 Meets and exceeds requiremen	ts and expectations		
			* 4*
SCOPE	afa	OBJECTIVES (1) Review the individual supervisor's pe	rformance evaluation.
The scope of this criteria is to evaluate Performance Reviews.	216	(2) Review the quality of the performance	N N
beuolmance Kealears.		(2) Review the quality of the performance provides for the personnel they supervise	e.
		provides for the personner may be provided for the	
0	Neto Completion	of Criteria and Comments that Support Score	Score
REQUIREMENTS	Mote Completion	(reference the specific issue)	
1.1 Review supervisor			
nerformance for high level,			2
adequate level, and low level			2
performance. Note issues of	ĺ		
low level performance in	1		
particular. 1.2 Review supervisor feedback	fo		
1.2 Review supervisor reeuback subordinates - positive,			
negative, objective, balanced	l ,		2
etc.			
i meting of			
1.3 Review supervisor rating of subordinates - rating of tea	m		
balanced, not skewed,			2
provides specific feedback	\		
•			
1.4 Review performance			
observations – look at both positive and negative			2
performance			
penomana			
Project Manager:		Signature	Date
e and and a			Deta
Operations Coordinator:		Signature	Date
Training Coordinator:			Date
		Sīgnature	
Leadership Development Mar	nager:	Signature	Date
		aighaide -	page 1 of

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Date Review Initiated: Date Review Initiated: PERFORMANCE CRITERIA 2 - Dovelopment of Personnel Rate performance in this Criteria as follows: 1 Unsatisfactory 2 Marginal - needs improvement 3 Meets minimum requirements and expectations 4 Meots and slightly exceeds requirements and expectations 5 Meets and slightly exceeds requirements and expectations 5 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 7 Meets and exceeds requirements and expectations 7 Meets and exceeds requirements and expectations 8 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and e		Kimberly Millspaugh	Job Posi	tion: Supe	rvisor (Lt.)
Date Review Initiated: PERFORMANCE CRITERIA 2 - Development of Personnel Rate performance in this Criteria as follows: 1 Unsatisfactory 2 Marginal - needs improvement 3 Mester minimum requirements and expectations 4 Meets and slightly exceeds requirements and expectations 5 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 6 Meets and exceeds requirements and expectations 7 Note Completion of Criteria and Comments that Support Score (reference the specific issue) 7 Note Completion of Criteria and Comments that Support Score (reference the specific issue) 7 A supervisor completed all assigned training or development to subordinates. 7 Supervisor developed or presented training or development to suddes individual or team issues 7 Supervisor provided coaching or counselling to improve parformance. 8 Supervisor provided coaching or counseling to improve parformance. 9 Signature Date 7 Date 8 Signature 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date 8 Date	Name of Person Evaluated:	Killinetry willispandu		end.	
Ratio performance in this Criteria as follows: 1 Unsatisfactory 2 Marginal – needs improvement 3 Mests minimum requirements and expectations 4 Meets and slightly exceeds requirements and expectations 5 Mests and exceeds requirements and expectations 5 Mests and exceeds requirements and expectations 6 COPE The scope of this criteria is to evaluate the documented activities performed by supervisors to provide development to their subordinates. REQUIREMENTS Note Completion of Criteria and Comments that Support Score REQUIREMENTS Note Completion of Criteria and Comments that Support Score (reference the specific Issue) 2.1 Supervisor completed all assigned training or development of subordinates. 2.2 Supervisor developed or presented fraining or development of subordinates individual or team issues 2.3 Supervisor provided coaching or counseling to improve performance. 1 Project Manager: Ciperations Coordinator: Signature Date Date Training Coordinator: Signature Date	Date Review Initiated:		Date Keylew Combie	eu.	
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Second S	1 11 11 11 11 11 11 11 11 11 11 11 11 1		tations		
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development tasks for development of subordinates. 2.2 Supervisor developed or presented training or development to address individual or team issues 2.3 Supervisor provided coaching or counseling to improve performance. 1 Project Manager: Operations Coordinator: Signature Date Date Date	assigned training or		•		1
2.2 Supervisor developed or presented training or development to address individual or team issues 2.3 Supervisor provided coaching or counseling to improve performance. Project Manager: Operations Coordinator: Training Coordinator: Signature Date Date	development tasks for				1
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2.3 Supervisor provided coaching or counseling to improve parformance. Project Manager: Operations Coordinator: Training Coordinator: Signature Signature Date Date Date	development to address				1
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Deta					P . 4 -
Leadership Development Wanager: Date	Training Coordinator:		Signature		Date
	Leadership Development Ma	nager:	Signafille		Date

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		Job Position:	Supervisor (Lt.)
Name of Person Evaluated: \underline{K}	mberly Millspaugh		
Date Review Initiated:			
DE	RFORMANCE CRITERIA 3 — Team F	erformance	·
Rate performance in this Criteria a	s follows:		
Rate performance in this criteria. 1 Unsatisfactory			
	•		1
	d expectations		
4 Meets and slightly exceeds requirement 5 Meets and exceeds requirement	and expectations		
SCOPE			as moonly that the
SCOPE	e the (1) Review perf	ormance records of the	e group of people that the
The scope of this criteria is to evaluate overall performance of the team of	supervisor lead		both positive and negative.
subordinates.	(2) Identify tear	m performance dends	2047, p. 244
Supotan suco.			
	Note Completion of Criteria and Con	nments that Support Scor	e Score
REQUIREMENTS	(reference the spec	ific issue)	
t are recogned			
3.1 Review team personner records for positive or above			2
expectations performance.			2
- mannal			
3.2 Review team personnel records for disciplinary issue	,		
or trend.			2
Or transact			
3.3 Evaluate overall team			
performance.			2
			And the second s
			Date
Project Manager:	Signat	ure	Date
Operations Coordinator:			Date
Operations Coolumator.	Signat	iure	pr ac av
Training Coordinator:			Date
	Signat	ma	
Leadership Development Man	nger: Signa	fure	Date
	Oldura		

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Name of Person Evaluated:	Kimberly Millspaugh	Job Position:	Supervisor (Lt.)
Date Review Initiated:		Date Review Completed:	
PERFORMANCE C	RITERIA 4 – Assessn	ent Results and Progress on Devel	pment
Rate performance in this Criteria	as follows:		
1 Unsatisfactory	-		
2 Marginal - needs improvement			
3 Meets minimum requirements a	nd expectations		
4 Meets and slightly exceeds requ	irements and expect	ations	
5 Meets and exceeds requirement	ts and expectations		
		OR REATIVES	
SCOPE		OBJECTIVES (1) Review assessment results	·····
The scope of this criteria is to evaluate the scope of this criteria is to evaluate the scope of		(1) Kealers seessment leading	
identify leadership and supervisory	12ca 10	(2) Review progress on individual devel	opment plans
knowledge and skills.		(-) train land of	• •
Mississings and states			
REQUIREMENTS	Note Completion of	Criteria and Comments that Support Score	Score
	(re	eference the specific issue) .	
4.1 Review results of Management		•	
Development Questionnaire -			
look for scores consistently 4			2
and below			
4.2 Review results of DDI			
Interview – look for			
consistently low ratings			2
•			-
4.3 Review progress on Individual			
Development Plan - how			
much has been done			2
depending on when issued			
H POSS			
	J		
Project Manager:			·
w v		Signature	Date
Operations Coordinator:			
		Signature	Date
Training Coordinator:			
		Signature	Date
Leadership Development Manag	er:		5.4
		Signature	Date

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REGULATED SECURITY SOLUTIONS Supervisor Effectiveness Program

Nam	e of Person Evaluated:	Kimberly Millspaugh	Job Position:	Supervisor (Lt.)
Date	Review Initiated:		Date Review Completed:	
		PERFORMANCE CRITERI	A 5 – Training	
	performance in this Criteria	as follows:	,	
2 Ma 3 Ma 4 Ma	nsatisfactory arginal — needs improvement eets minimum requirements eets and slightly exceeds rec eets and exceeds requiremen	and expectations juirements and expectations		
eco	ne .	OD ECT	VEG	
SCO	<u>PE</u> scope of this criteria is to evalu	OBJECTI	<u>v=o</u> w training records for satisfact	ant or chorre completion
	scope of this chiena is to evalu- factory completion of training a			or and a completion
	ifications.		ev training records for de-certif	ications and/or remedial
l				
	REQUIREMENTS		nd Comments that Support Score te specific issue)	Score
5.1	Review training records for			
	completion of training - is it			
	consistently at a high level or			2
ST STANDARD NO.	consistently at near minimum passing.			
5.2	Review training records for			
	satisfactory completion of the following: - New Hire Supervisor			
	- Leadership Development Program		,	
	 Voluntary Harvard online courses 			1
	 Other supervisory training programs 			
	Training and Qualification requirements			
5.3	Review records for de-			
å	certification and/or remedial			
l	training – note problem skills			2
	areas and any consistent trend of failure.			
Pro	ect Manager:			
		Şi	gnature	Date
Ope	rations Coordinator:	Q:	gnature	Date
Trai	ning Coordinator:			tree defendance of the second
Los	darehin Davalonmant Manad		gnature	Date

Signature

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Name of Person	Evaluated: Kathy Bryant	Job Position:	Access Control Technician	
Date Review Initiat		10	Date Review Completed:	2/22/2010
		Leadership Effectivenes	ss Criteria	
	n this criteria as follows:			
1 Unsatisfactory	Name of the second			
2 Marginal – needs	equirements and expectation			
	y exceeds requirements and		-	
SCOPE	ds requirements and expect	· · · · · · · · · · · · · · · · · · ·		
	criteria is to evaluate	(2) Review leadership (3) Direct	n the individual supervisor's 360 dir n tools (MDQ/360 Feedback) for area o effectiveness Observation	'ect report feedback. as that impact
REQUIREMENTS	Note Co		Comments that Support Score	
1 Daview	Matheda to to to to	(reference the sp	pecific issue)	Scor
1 Review effectiveness Overall, what behaviors, characteristics and competencies describe this employee's performance? 2 Customer Service 3 Contributes	the Plant and other supporticular feedback, Kathy: 1. Makes excessive phone of using company resources. The sum of the s	employees, make badges, verify backgrounds checks fing activities. The problem is sails. Kathy confirms that shades are also long distative business online while oddist (while checking off the badeails. However, lack of at sear different for her" but, cases the issue of Kathy's inable (3/10) that "about a month a athy, "we have no profection or and customer service, Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service. Specification of the customer service in the customer service i	implement the monthly 31-day review for clearance, fingerprint, clear visitors how she completes her tasks. According to the phones her children "every day" on exance. customers wait. coxes as complete) shows lack of attention to detail could lead to regulate could not provide any specific dates, timelility to communicate and resolve issue go" she started "black book" of wrongs n." RSS management advised her to be a (ECP, HR, etc.). NOTE: During previous to the provide vague concerns but, could read any specific concerns to RSS managely, Kathy helps managers and assistate reports "Kathy is rude" and short-temport and wait in the lobby for no reason." In another worker, have non-work-related demonstrate desired customer servers.	for access to ling to recent company time Intion to detail. Intry non- Interpretation of the second of the secon
to High Team Performance Is dedicated to meeting the expectations and requirements of internal and external customers.	fellow workers who wait for lexample occurred on 02/22/stated that she (Kathy) woulkathy could not be reached, their actions. Kathy also did Manager. This lack of conce	e sne is going and is vague a ner return and supports the of 10. Kathy left at 10:00 am for d return "later." At 4:30 pm, During work hours, RSS en not report her medical apport of for the client and RSS ma others (See memo 10/14/2)	leave the badging office. However, Ka about her return date/time. This is disc client's claim of "insubordination." The or an 11:00 am medical appointment. I the client phoned Kathy on her cell pho- apployees are accountable to their man intment to her immediate supervisor, to an agement repeats a previous pattern 1009). At that time, Kathy received stronger behavior.	ourteous to latest The client one — but, agement for 1 he Project
Droines agene	anore.	1		
Project Mana	iger.	Simple		
Operations (Coordinator:	Signature	Date	
Training Cod	ordinator:	Signature	Date	
		Signature	Date	
Leadership I	Development Manager:			
		Signature	Date	



	lame of Person Evaluate Review Initiated:	2/20/2010	
		Leadership Effectiveness Criteria 2/22/2	2010
R	ate performance in this	criteria as follows:	•
1	Unsatisfactory		
2	Marginal - needs impro	ovement	
3	Meets minimum requir	ements and expectations	
4	Meets and slightly exce	eeds requirements and expectations	
		uirements and expectations	
	COPE	OBJECTIVES	
Th Le	ne scope of these criter eadership Effectivenes:	(1) Review the individual supervisor's 360 direct report fe	edback. ct
	REQUIREMENTS	Note Completion of Criteria and Comments that Support Score	
	•	(reference the specific issue)	Score
1	effectiveness Overall, what	Was demoted due to performance problems — Does not consistently hit targets and objectives. Doesn't produce results across a variety of situations	
	behaviors, characteristics and competencies describe this leader?	Betrayal of trust – Fails to follow through on promises; leaves people waiting for delivery; says one thing and means or does another; is inconsistent and unpredictable at times; moves on to another task without completing the prior task. Is not credible. Examples: 1. Repeated requests by client for 3-year plan (Finally completed by LDM) 2. PM - asked for written training schedule (not done)	
		3. Per Training Coordinator/LDM at Point Beach - Roy gives "shallow" responses when asked training topics; overlooks important details; doesn't seem to care. Limited to no follow-up with assignment; lacks depth 4. PM and LDM both micro-manage deliverables to ensure on-time delivery; limited participation in training team meetings (meetings still on hold due to FOF & 5-week training rotation). When questioned on due dates, can't get direct answers. Makes excuses for not getting results. Doesn't use proper planning devices to track deliverables and due dates.	1
		A Performance Improvement Plan (PIP) failed to produce desired results	
2	Can marshal resources to get things done; orchestrates multiple	Roy often fails to consider the business side of training. Lack of planning and attention to detail has cost company extra dollars. Example: Missed deadline cost customer overtime (new hire training June, 2009). Client and Project Manager were informed during open forums (alignment meetings) after Roy failed to take earlier action.	
	activities at once to accomplish goals, arranges information	No regularly scheduled team meetings (even though Trainers made frequent requests) LDM initiates and holds team meetings.	
	(charts, graphs, etc.) in a useful manner so that management can make effective and	During 5-week training cycle, participants often complain about the lack of structure (schedule, learning activities, time-frames) and disorganization of the training week. These items are often discussed during the training meetings with little change.	1
<u></u>	timely decisions. Sets High Standards	Cannot display large amounts of data in a picture with summary to convey meaning. This causes time delays and inefficiency.	
•	for Team Performance	Recently, Roy took Safeguards material home with him and was suspended for several days. This is an example of "political missteps" as Roy doesn't set a good example for his team.	
	Is dedicated to meeting the expectations and requirements of internal and external customers.	Roy often states, "That's not how we do things around here" and lacks application of innovation and new ideas per customer requirements. He doesn't seek input; lacks curiosity about new things, and does not use feedback to improve personal learning. Is closed to learning new training technique and methods and new leadership approaches. Doesn't use criticism as a chance to learn, denies mistakes and faults, rationalizes away failures.	1
		A fine range instructor, Roy relies on this single strength for performance and career progression; acts as if he can make it all the way on this strength. Doesn't see the big picture/ think strategically.	
		is a poor administrator – has low detail-orientation; lets things fall through the cracks and forgets undocumented commitments; scrambles to pull things together at last minute and moves on without completing tasks.	

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Project Manager:		
	Signature	Date
Operations Coordinator:		
	Signature	Date
Training Coordinator:		
	Signature	Date
Leadership Development Manager:		
	Signature	Date